



2022 GRI Content Index

GRI Content Index

Statement of use	Coca-Cola HBC AG (CCHBC) has reported in accordance with the GRI Standards for the period 1st of January 2022 to 31st of December 2022. Some data is provided directly in the Index, while for others we indicate where the data and a more detailed discussion of the topic can be found in the 2022 Integrated Annual Report (IAR) or on our website https://www.coca-colahellenic.com/
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Standard/other source	Disclosure	Location (in the 2022 IAR)	Additional content	Omission		
				Requirement omitted	Reason	Explanation

General disclosures

General Disclosures 2021	Disclosure	Location (in the 2022 IAR)	Additional content	Requirement omitted	Reason	Explanation
General Disclosures 2021	2-1 Organizational details	12-13, 260	“Our business at a glance” and “About our report” section of the 2022 IAR “About us” section of our website at: https://www.coca-colahellenic.com/en/about-us/who-we-are/where-we-operate			
		186	List of principal subsidiaries in the 2022 IAR.			
		88-90	In 2022 we operated in 29 countries in Europe, Asia, and Africa: “Our business at a glance” and “Segment highlights” sections of the 2022 IAR. Our markets are split into three segments: established, developing, and emerging. These three reporting segments constitute our significant areas of operations and form the basis of consolidation for reporting purposes.			
		253	“Shareholder information” section in the 2022 IAR.			
		186	“Interests in other entities - List of principal subsidiaries” section of the 2022 IAR.			
2-2 Entities included in the organization’s sustainability reporting		186	“Interests in other entities - List of principal subsidiaries” section of the 2022 IAR.			
2-3 Reporting period, frequency and contact point		260	“About our report” section of the 2022 IAR, as well as the introductory section of this file. Yearly reporting cycle is applied (1 Jan 2022 – 31 Dec 2022). Refer to the in-cover of the 2022 IAR and the sustainability section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future Contact us at: investor.relations@cchellenic.com or Media@cchellenic.com			
2-4 Restatements of information			In 2022, there was a change in the emission factors of some of the raw materials (ingredients) we use for our beverages. Following the requirements of The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, a recalculation of the previous years’ emissions was done (2017-2022).			
2-5 External assurance		260 250-252	Coca-Cola HBC is publishing Integrated Annual Reports, which are externally verified by independent, professional assurance providers, since 2013. For more details regarding the assurance process of the 2022 IAR, refer to the “About our report” section, and the Sustainability assurance statement at the end of the 2022 IAR.			

2-6 Activities, value chain and other business relationships

12-13 “Our business at a glance”, “Our business model” and “Leveraging our unique 24/7 portfolio” sections of the 2022 IAR, as well as the 24/7 portfolio section of our website at: <https://www.coca-colahellenic.com/en/our-24-7-portfolio>

14-15

24-27 Further note that none of our products are banned in the markets where we operate, and we comply with all local legal requirements for the sale and marketing of those products. Wherever there is stakeholder concern expressed relating to beverage industry ingredients, we address those concerns through our industry associations and other alliances.

Our main customers are wholesalers and mainly retail outlets, ranging from small cafes and grocery stores to hypermarkets. These help us refresh our consumers across our 29 countries. Refer to the “Our business at a glance”, “Our business model” overview, as well as the “established”, “developing” and “emerging” markets sections of the 2022 IAR (“Segment highlights” section).

Further, refer to the “About us” section of our website at: <https://www.coca-colahellenic.com/en/about-us/who-we-are/where-we-operate>

Supply chain information: Our supply chain function plays a central role in our business, ensuring that in all our processes and activities we minimise our environmental impact and secure sustainability in our value chain, all the way from sourcing raw materials to manufacturing the end-product and distributing it to our customers.

We operate in a territory stretching across 29 countries in three continents. While providing us with opportunity, this footprint also challenges us to constantly optimise our operational infrastructure. Our aim is to build a borderless supply chain that will serve our territory at optimum cost and will have the capability to embed innovative technologies fast. As we look for opportunities to optimise our infrastructure, we seek to build or transform existing plants into efficient mega-plants, where it makes sense, which can effectively serve a country or an entire region. Such optimisation takes into consideration the Group supply chain as a whole, in an integrated manner, from the number of plants and filling lines to the number of distribution centres and warehouses.

Under a unified procurement framework, we segment our supply base universe of 16,876 active supplier codes (approximately 15,000 parent level supplier organisations) into Direct and Indirect spend. Direct spend suppliers include ingredients and primary packaging suppliers. Indirect suppliers include categories such as IT, production equipment, spare parts, secondary packaging, maintenance services, logistics providers, fleet vehicles, utilities, professional services, and temporary labour. CCHBC also segments suppliers into three categories based on criticality and potential opportunities i.e., Group Critical, Country Strategic and Tactical.

We define as Group Critical Suppliers those that fulfil all, or part of the following criteria: high percentage of spend; limited alternatives; and partnership supporting our business strategies. These suppliers are critical to the overall competitiveness and success of Coca-Cola HBC. Country Strategic Suppliers are those which have strategic importance at BU level. Tactical Suppliers represent low-volume, low-spend suppliers where there are many alternative sources available, enabling a flexible supply base. Both Group Critical & Country Strategic suppliers are considered Critical for the success of Coca-Cola HBC.

Total supplier spent for Direct, Indirect and Cold Drink Equipment Categories reached €5 billion in 2022 (12 month rolling period December 2021 to November 2022 that we have compiled the data for this report, while for Egypt we have reported 4 quarters starting Q4 2021 to Q3 2022). Including Concentrate supplies from The Coca-Cola Company the spend is €6.5 billion. Our practice is to source locally, provided that goods and services meet our requirements and quality standards in an economically viable way. As of 2015, we have a formal Procurement KBI of >95% of local spend in our countries of operation or from within the European Union, which is considered local for EU countries. In 2022 this percentage was 97.93%.

Sustainability is at the core of all our sourcing activities and we consider our suppliers as critical partners and contributors to the ongoing and sustainable success of our business. We monitor the performance of our critical suppliers through our internal supply base assessments, audits of compliance, and the EcoVadis platform. EcoVadis helps us monitor a range of risks using 21 criteria from international standard setters including the UN Global Compact, ISO 26000, the Global Reporting Initiative (GRI) Standards, and the International Labour Organization (ILO). In 2021 we have revisited our Procurement Assessment guidelines to implement more strict rules over Human

Rights, Ethics and Compliance practices expected from our suppliers and re-trained our entire Buyers' community to the Sustainability Risk Assessment Tools available for supplier selection and governance. This training was repeated in 2022 and we also had targeted sessions with Egypt team, which is the new member of the CCHBC family, working actively to bring them up to speed with all our sustainability targets and best practices. In 2022, over 1,400 of our critical suppliers (on parent level) have been assessed using EcoVadis which accommodates >27% increase versus 2021. Our plan is to expand the use of these assessments for better, more objective supplier monitoring going forward and leverage our EcoVadis partnership across the Coca-Cola System to exchange intelligence and experience across Bottlers. We are also investigating how to extend further the assessment of the risks in our supply base leveraging new tools, Artificial Intelligence, and customised alerts, giving our Strategic Procurement Team faster access to critical events and information affecting our supply chain.

We also recognise supplier certifications as per international standards including ISO 9001, 14001, 50001, FSSC 22000 and ISO 45001. For agricultural commodities, we are aligning with the wider industry to recognise the Rain Forest Alliance, Fair Trade, Bonsucro and the Sustainable Agriculture Initiative Platform (SAI- FSA), Global GAP+GRASP, etc. Through our Workplace accountability audits within 3-years audit cycle, all of the long-term contractors and contracted services on-site are assessed on human rights.

Our Company announced our commitment to achieving net zero emissions across the entire value chain by 2040. Firm towards our NetZero by 40 commitment to reduce our emissions footprint across Scope 1, 2 and 3, together with the Coca-Cola System, we have started to actively engage with our most critical suppliers that represent over 70% of scope 3 emissions contribution to the CCHBC footprint on how to measure GHG and prompt them to actively disclose in the CDP and develop their own Science-based Targets (SBT) commitments. To this respect, we have teamed up with a reputable specialist consultancy and developed category by category methodology for capturing emissions data and calculating Supplier Specific Emissions Factors (SSEF). On pilot basis, with our most mature suppliers, we are in the process of developing these SSEFs, while for less mature suppliers we have engaged with Guidehouse (external consultant) and offered training leveraging the SLoCT program (Supplier Leadership on Climate Transition). This way we are able to help our suppliers build a strong foundation to start reducing GHG emissions. Moreover, in Poland and Greece we piloted 2 workshops with key suppliers, where we have exchanged views on sustainability and explored how we can work together to achieve net zero. The input from these targeted discussions has been collected and we will assess these ideas further and will attempt to create joint actions.

We engage in a very large number of activities across all our BUs to promote the sustainability agenda. Some activities with significant sustainability impact include but are not limited to the following examples:

Building further on the utilisation of 100% rPET and the installation of the 1st innovative rPET flakes-to-preform unit in Poland in 2021, CCHBC have proceeded with a major investment in the self-manufacturing of rPET in Gaglianico, Italy. The facility will transform up to 30,000 tonnes of PET per year into new 100% recycled PET preforms, enough to meet our beverage bottling needs in the country. Thanks to an investment of more than €30 million, we were able to convert a disused factory into this innovative hub, which is powered 100% by renewable electricity and reduce the CO₂ emissions of producing a preform up to 70% compared with virgin plastic.

Furthermore, in 2022, Switzerland moved to 100% rPET in all locally produced SKUs and Italy moved to 100% rPET in all SSDs SKUs resulting in the reduction of oil-based PET utilisation by approximately 20,000 tonnes on annual basis. In Cyprus we worked on the light-weighting of the preforms neck-finish that we rolled out in Q4 2022, achieving significant financial benefits but also managed to reduce 15 tonnes of HDPE and 127 tonnes of PET on annual basis.

Our cans are among the lightest in the market and within the Coca-Cola System we have already gained benchmark status between Bottlers for can-weight optimisations. BALL, one of our strategic partners that supplies over 25% of our total can volume and one of our key pilot collaborators in the development of a joined roadmap for the reduction of Scope 3 emissions, has introduced the use of renewable electricity for all of their cans supplied to CCHBC in Europe, contributing to the reduction of Scope 3 emissions by more than 9,000 tonnes. Also with BALL support, CCHBC further light-

weighted 25cl aluminium cans cutting approx. 370 tonnes of CO₂ emissions per year, bringing additional value to our supply chain that already works on the most sustainable can body supplied in the market.

In the field of Secondary Packaging, in Poland, we piloted a new stretch film developed by Megaplast, named Delta GP, which resulted into reduction of stretch film usage by 40%, representing 32 tonnes of reduced plastic and translating into 73 tonnes of CO₂ emissions reduction. The pilot indicated that this new technology is also offering better pallet stability, faster production times and solid compatibility with existing machinery. Coca-Cola HBC Polska won the “Golden Innovation Retail 2022” award for Stretch Fibre Film Delta GP implementation and in 2023 we shall expand the pilot further in our Poland plants but also share this with our System colleagues for more extended application.

In Switzerland we focused with key suppliers on the reduction of shrink film thickness and managed to save 31 tonnes of CO₂. In Ireland, we reduced 40 tonnes of LDPE after optimising the clear shrink film dimensions for our SSDs. In the Czech Republic we also reduced the thickness of the shrink film for our can trays achieving 27 tonnes of material reduction and 55 tonnes of CO₂ emissions, respectively. Austria optimised both thickness and width of shrink films for can trays and took the opportunity to standardise the specifications between different product lines, delivering 125 tonnes of CO₂ and 50 tonnes of material less than previous specifications. All these efforts are shared across our country teams, and we prompt best practice exchange and further testing and implementation to support all other BUs to improve.

Moreover, our Aseptic Fibre Packages are all FSC certified. Specifically in Greece we have introduced plant-based packaging and bio tethered closures complying with the Single Use Plastics (SUP) Directive for the aseptic fibre packaging of the AMITA product line, achieving 590 tonnes of materials and respectively 1,028 tonnes of emissions reduction.

We diligently work towards fulfilling the requirements of the Single Use Plastics Directive (SUP). In 2022 Italy have already completed the replacement of our closures for both Aseptic and SSD products with tethered variants, and in Bulgaria we have done the same for our local water brands. The journey will continue in 2023 with more product lines and countries getting ready for implementation.

In support of the SUP Directive, we continue buying paper straws. As far as the plastic lids is concerned, customers are abandoning the use of plastic lids, while CCHBC is examining diverse alternative material solutions to replace plastic with sustainable materials, such as paper, and in conjunction with the customer eventual future requirements

Equally we are focused to continuously improve our coolers operation, so we tested successfully in 2022 and will introduce within the second half of 2023 a new cooling technology that cut energy consumption by >40% resulting in ca.3,000 MWh energy saving per year on cooler operation for our customers once transition is completed.

We also targeted reduction of plastic consumption in labels by reducing the height. The CCHBC plastic labels height optimization initiative for core brands (Coke/Fanta/Sprite) rolled out in Q4' 22 in 3 pilot BUs (Greece and Cyprus BU, Italy, and Poland) and will be expanded in all CCHBC countries in 2023. The initiative aims to standardise and reduce labels height for packs, resulting in reduced usage of plastic by 120 tonnes and saving 300 tonnes of CO₂ on annual basis as well as cost optimisation.

For corrugated cardboard in 2022 we have reached > 80% of recycled content in Europe (excl. Russia) while we equally focused on optimising material weight. As an example, the Czech Republic optimised corrugated trays weight by 32%, saving 112 tonnes of paper raw materials and around 10% of respective costs.

We have also successfully continued with the Keel Clip™ technology implementation in Hungary and an additional line in Greece after Italy, Poland, Romania, Greece, Northern Ireland, and Austria implementation.

In collaboration with our Logistics experts, we aim to transform our passenger vehicle choices and enhance fleet options by introducing an extensive range of fully electric and other alternative power trains such as gas and (plug-in) hybrids as part of our GreenFleet initiative across CCHBC. Within our 5-year plan we will reduce the number of Internal Combustion Engines (ICE) Fleet vehicles and replacing with EV from 80% in 2021 to 28% in 2025. In 2022 we achieved 7% reduction of ICE

vehicles, resulting in 120 tonnes emissions less. Interesting examples of such activities are the introduction of new Mercedes Actros BEV truck in Switzerland for distribution in city centre areas, the routing and capacity optimisation of trucks in Ireland that help reduce number of trips needed, and the elimination of “empty” truck routes in North Macedonia. The efforts also expand under Material Handling Equipment Vehicles (MHE) such as the example of 90% of Czech and Slovakian MHE fleet focusing on maximum utilization of LION technology from 0% to 59% of total MHE fleet resulting in 40 tonnes of emissions reduced in 2022 and reaching 198 tonnes within the 5-year use-cycle.

The purchase of green electricity is a key activity in CCHBC. For 2022 we have managed over 99% of green electricity coverage in the European Union and Switzerland and also turned 100% our Nigerian energy grid supplies to 100% green electricity, however we have lost the certification of green electricity in Russia because of the sanctions impact. Key focus has been placed across all our countries to identify energy optimisation initiatives such as replacement of old and inefficient steam traps or the use of Line Logic to reduce the energy used in Shrink tunnels and line conveyors by putting into standby when lines are in cleaning (CIP) or long stops in Ireland that has so far saved us 130 tonnes of CO₂ emissions or even smaller activities like the Heating reductions in Switzerland that have saved 8 tonnes of emissions but it is a strong indicator that we try and lift every stone to minimise emissions in CCHBC. Last but not least, we are entering the investigation of alternative sustainable fuel sources such as biomass/ biogas (Greece) and green hydrogen (Ireland and Austria) where we have started extensive discussion with key suppliers and exploring the viability of such joint long-term initiatives and plan to conclude decisions in 2023.

<https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain>

<https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing>

In this file we report only 2022 actuals. In January 2022, the acquisition of the Egyptian bottler was finalised. The newly acquired operation is still under transition, and due to lack of credible data, we are reporting in 2022 only a limited set of KPIs for Egypt, in a separate section, unless otherwise stated.

Further, refer to the “Fuel growth through competitiveness and investment” and “Shareholder information” sections of the 2022 IAR, as well as the relevant notes to the consolidated financial statements.

2-7 Employees

“Our business at a glance”, “Business model”, and “Segment highlights” sections of the IAR.

a., b.

12-13 Total FTE: 26,580*

14-15 Permanent FTE: 25,588

88-90 Temporary FTE: 993

Male FTE: 18,689

Female FTE: 7,891

Permanent male FTE: 18,096

Permanent female FTE: 7,491

Temporary male FTE: 593

Temporary female FTE: 400

FTEs by Age group:

<30 years old: 4,781

30-50 years old: 17,690

>50 years old: 4,110

Regions without BSO and CSC:

Region 1 FTE: 6,754

Omitted: Non-guaranteed hours employees are not applicable category, as we don't have such type of employees.

Region 2 FTE: 8,181
BU Russia FTE: 5,533
Italy FTE: 1,814
Nigeria FTE: 2,827
Region 1 Permanent FTE: 6,612
Region 1 Temporary FTE: 142
Region 2 Permanent FTE: 7,526
Region 2 Temporary FTE: 655
BU Russia Permanent FTE: 5,370
BU Russia Temporary FTE: 163
Italy Permanent FTE: 1,800
Italy Temporary FTE: 14
Nigeria Permanent FTE: 2,826
Nigeria Temporary FTE: 1

Developing market segment FTE: 4,157
Emerging market segment FTE: 16,032
Established market segment FTE: 6,391
Developing permanent FTE: 4,049
Developing temporary FTE: 108
Emerging permanent FTE: 15,4934
Emerging temporary FTE: 539
Established permanent FTE: 6,046
Established temporary FTE: 346

Full time FTE: 26,460
Part time FTE: 120
Full time FTE male: 18,672
Part time FTE male: 17
Full time FTE female: 7,789
Part time FTE female: 103

c.

All data present FTE (Full-time equivalent) calculation, and it is based on IFRS (International Financial Reporting Standards).

d.

% of seasonal employees vs. Total Group FTE: 1%, i.e., not significant variation (mostly during the high season which is the summer season).

(*): In the IAR we have reported 26,812 FTEs as there we have included N. Macedonia, Multon, Vlasinka, which according to the IFRS are excluded based on the accounting consolidation methodology used (equity or proportionate).

Region 1 includes the following countries: Austria, Belarus, Czech Republic, Slovakia, Hungary,

		<p>Republic of Ireland, Northern Ireland, Poland, Estonia, Lithuania, Latvia, Switzerland.</p> <p>Region 2 includes the following countries: Bosnia and Herzegovina, Slovenia, Croatia, Bulgaria, Greece, Cyprus, North Macedonia, Romania, Serbia, Montenegro, Kosovo, Ukraine, Moldova, Armenia</p>
2-8 Workers who are not employees	-	<p>Contractors FTE: 5,287.</p> <p>These are mainly people performing tasks within logistics, warehousing, and transportation.</p> <p>Self-employed: 5</p> <p>Seasonal: 274</p> <p>Here we apply the same method as to our regular employees and that is reporting FTEs for the full year as an average.</p> <p>There is no significant fluctuation (less than 1%) between 2021 reporting period and 22 reporting period.</p>
2-9 Governance structure and composition	96-100 126-127	<p>“Corporate Governance report” and “Letter from the Chair of the Social Responsibility Committee” sections of the IAR.</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-10 Nomination and selection of the highest governance body	92-93	“Corporate Governance Report” section of the IAR.
2-11 Chair of the highest governance body	104 126-127	“Corporate Governance Report” section of the IAR: “Key roles and responsibilities” and “Letter from the Chair of the Social Responsibility Committee”.
2-12 Role of the highest governance body in overseeing the management of impacts	59-60 126-127 15, 61-62	<p>“Materiality assessment” section of the 2022 IAR, “Stakeholder engagement” section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement</p> <p>“Social Responsibility Committee” section of the 2022 IAR.</p> <p>“Our socio-economic impact” and “Managing risk and resilience” sections of our 2022 IAR, and to the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p> <p>Sustainability Governance presented on our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future</p>
2-13 Delegation of responsibility for managing impacts	103-104 126-127	“Corporate Governance Report”, sections “Separation of roles” and “Key roles and responsibilities” of the 2022 IAR, and particularly the role and responsibilities of the Board’s Social Responsibility Committee.
2-14 Role of the highest governance body in sustainability reporting	59-62 126-127	“Managing risk and materiality” and “Corporate Governance Report – Social Responsibility Committee” sections of our IAR.
2-15 Conflicts of interest	113 123	<p>“Corporate Governance Report”, specifically the paragraph “Conflicts of interest” and “Lintstock report” in the 2022 IAR.</p> <p>“Whistleblowing measures - Business ethics and anti-corruption” section of the 2022 IAR.</p> <p>We are subject to the UK Corporate Governance Code 2018. It sets out the principles of good practice in relation to: Board leadership and company purpose; division of responsibilities; composition, success and evaluation; audit, risk and internal controls; and remuneration.</p>
2-16 Communication of	94	Refer to “Governing adaptation and change - Letter from the Chairman of the Board”, paragraph “Conflict between Russia and Ukraine”.

critical concerns	118-123 61-62 123 109	Refer to "Letter from the Chair of the Audit and Risk Committee" sections of the IAR. "Managing risk and resilience" section of the 2022 IAR. The Board maintains a process for communicating critical concerns through the Audit and Risk Committee, which reviews the effectiveness of our systems of internal control and risk management, including oversight of all whistleblowing activities. The Audit and Risk Committee work closely with the internal audit and finance teams in overseeing the implementation of the Group's internal control framework. The number of concerns could be found in the "Whistleblowing measures - Business ethics and anti-corruption" section of the IAR. Besides, through the workforce engagement mechanism of the designated non-Executive Director for workforce engagement, the concerns raised by employees are reported to the Board.
2-17 Collective knowledge of the highest governance	105 98-100	"Corporate Governance Report" - Diversity, tenure and experience of the Board section of our 2022 IAR.
2-18 Evaluation of the performance of the highest governance body	112 126-127	"Corporate Governance Report" section of our 2022 IAR ("Board, committee and Director performance evaluation" and "Social Responsibility committee" subsections)
2-19 Remuneration policies	134-136 137-140 149	"Corporate Governance Report" section of our 2022 IAR (Directors' remuneration report - Reward strategy and objective, Remuneration policy). The reduction in greenhouse gas emissions metric was selected to directly align with and incentivise delivery of the Company's ESG objectives, particularly our ambitious goal to achieve net zero emissions across our entire value chain by 2040. The CO ₂ emissions target in the Performance Share Plan (PSP) implicitly captures a reduction in plastics, which was a key driver of its selection as a metric (15% weighting).
2-20 Process to determine remuneration	128-136	"Corporate Governance Report - Directors' remuneration report" section of our 2022 IAR.
2-21 Annual total compensation ratio	152	Calculation: headcount numbers as provided by the countries. For the median total annual compensation: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), and Actual Long-term Incentive Plan (LTIP). For the annual total compensation for all employees: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP as provided by the countries. For the organizations' highest-paid individual: Annual Gross Base Salary, Annual Actual Bonus (MIP) or (LIP), Actual LTIP and any allowances provided as most of them are International Assignees. Ratio calculated in Euros: Established markets: 20.7 Developing markets: 25.2 Emerging markets: 71.8 Rate of increase / (decrease) calculated with Euro-based ratios: Established markets: (27.0%) Developing markets: (3.7%) Emerging markets: (20.4%) Refer to page 152 of the 2022 IAR (paragraphs "Annual percentage change in remuneration of Directors and employees" and "CEO pay ratio").
2-22 Statement on sustainable development	7-11 126-127	The Chairman's letter and the Chief Executive Officer's letter, as well as the Board Social Responsibility Committee Chairman letter and overview of the 2022 IAR in the "Corporate

strategy	104	Governance Report - Key roles and responsibilities" section. Website: https://www.coca-colahellenic.com/en/a-more-sustainable-future
2-23 Policy commitments	7-11 21-22 38-42	The Chairman's letter and the Chief Executive Officer's letter, "Our purpose framework", "Our strategy" and "Cultivate the potential of our people" sections of the 2022 IAR. Reference to the Code of Business Conduct: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct "Policies" section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies
2-24 Embedding policy commitments	82-83	Refer to the Viability statement of the 2022 IAR https://www.coca-colahellenic.com/en/a-more-sustainable-future https://www.coca-colahellenic.com/en/about-us/corporate-governance/board-committees https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies Each sustainability policy is approved by the CEO and the Executive Leadership Team (ELT) and endorsed by the Social Responsibility Committee of the Board. Refer to "Social Responsibility committee" section of the 2022 IAR.
2-25 Processes to remediate negative impacts	126-127	<p>Grievance mechanisms cover a wide range of social, economic and environmental issues including impacts on society and communities, human rights, child and forced labour, wages and hours, health, safety and wellbeing, preventing harassment and discrimination, environmental impact, as well as multiple others. The Company has the following Group policies in place to remediate negative impact: 1. Anti-bribery policy, 2. Biodiversity statement, 3. Corporate Audit Charter, 4. Climate change policy, 5. Code of Business Conduct (COBC), 6. Community contributions policy, 7. Environmental policy, 8. Fleet safety policy, 9. Food Loss Policy, 10. General QSE policy, 11. Genetically modified organism (GMO) position statement, 12. Guidelines for Coca-Cola HBC Outside Counsels, 13. Health & Wellness policy, 14. HIV/Aids policy, 15. Human rights policy, 16. Inclusion and Diversity and Anti- Harassment policy, 17. Occupational health and safety policy, 18. Packaging waste management policy, 19. Premium spirits responsible marketing policy, 20. Public Policy Engagement, 21. Quality & food safety policy, 22. Recusal policy, 23. Risk policy, 24. Sanctions policy, 25. Supplier guiding principles, 26. Principles for Sustainable Agriculture, 27. Tax policy, 28. Union of European Beverage Associates (UNESDA) commitments, 29. Water stewardship policy, 30. Whistleblowing policy.</p> <p>All the above-mentioned Policies are publicly available and can be found under the link below: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>The Policies set accountable officers as well as implementation of remediation plans. They clarify how grievances to be reported and escalated.</p> <p>More is included in the introductory statement of the CEO in the COBC. In some instances, commitments to the prevention or remediation of negative impacts are mentioned in the respective policy (e.g., in Environmental policy, Biodiversity statement, Occupational health and safety policy, Packaging waste management policy)</p> <p>We run Speak Up! line which can be used by our stakeholders to report negative impacts and non-compliances (violations) - further information can be found under GRI 2-26. Additionally, consumers can use the dedicated lines for consumer complaints, available in each of the country where we operate.</p> <p>In accordance with the Speak Up! line setup all submitted reports are strictly confidential and visible to the Corporate Audit office only. The Company run annual Ethics and Compliance awareness campaigns highlighting confidentiality of Speak Up! line reports as well as "no retaliation" principle.</p> <p>Our employees and business partners can seek advice and raise concerns in confidence and anonymously, if they wish to do so, about possible improprieties, relating to accounting, financial reporting, internal controls and auditing matters or other matters, to the Speak Up! line, which is</p>

		<p>available to every internal and external stakeholder, accessible at any time in 25 languages. The Audit and Risk Committee reviews the results of the internal audit reports during each meeting, focusing on the key observations of any reports where processes and controls require improvement. The Audit and Risk Committee was also provided with updates on the remediation status of management actions of internal audit findings and on the internal audit quality assurance and improvement programme at each meeting.</p> <p>Detailed information on a number of findings can be found at Corporate Governance section of the publicly available Integrated Annual Report.</p> <p>We assess the effectiveness of our Speak Up! line through feedback surveys conducted with our employees as well as regular testing of key controls conducted by our Internal Controls and Compliance Department.</p> <p>The effectiveness of our grievance mechanisms is reviewed by the Internal Audit department, they evaluate whether mitigation has been effective and whether grievances have been addressed.</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>123</p>	<p>We have Ethics and Compliance Officers in each Business Unit from whom employees can seek advice on ethical and lawful behaviour. In addition, we have a Code of Business Conduct and specific processes related to that. We have an established confidential whistle-blowing line which is available both internally and externally.</p> <p>Refer to the relevant specific standard disclosures in the GRI Content Index for more details, as well as the Corporate Governance section (Whistleblowing measures) of the 2022 IAR. The Company's Speak Up! line provides employees, and other stakeholders, a way of seeking advice on anti-corruption, ethics, and any other compliance-related topics. The Speak Up! line allows individuals the ability to do so anonymously if they wish.</p> <p>Speak Up! line is managed by a third party and is available to all employees, customers and suppliers, can be accessed at any time via phone or internet, and it is available in 25 languages.</p> <p>In 2022, in addition to the awareness campaign run during the annual Ethics and Compliance Week (except Ukraine due to the war in the country), throughout the year we communicated the importance of reporting potential violations of the Code of Business Conduct and other company policies and encouraged all employees to ask their managers, Ethics and Compliance Officers, or the Internal Audit Department questions.</p> <p>In 2022, we investigated 324 allegations that came through our Speak Up! line and legacy whistle-blower hotline. Allegations received related to issues not covered under the Code of Business Conduct were routed to the appropriate department for appropriate handling. All allegations involving potential Code of Business Conduct violations were investigated in accordance with the Group Code of Business Conduct Handling Guidelines. Importantly, we make sure that the learnings from both the Code of Business Conduct violations and allegations reported through the whistle-blower hotline are drawn and result in relevant decision-making and procedural changes, for example, the re-evaluation of our procedures in connection with incidents and the review, adjustment, or update of related policies. We also undertake measures to improve our systems and use them to prevent as many of these violations as possible from happening, learning from our experience and that of others.</p> <p>In 2022, 589 allegations of violations of the Group's Code of Business Conduct were investigated. Of the 589 allegations investigated, 219 were substantiated as violations of the Code of Business Conduct, 121 cases were unsubstantiated, and the remaining 249 matters were reviewed and then referred to the appropriate department for further handling. 20 of the substantiated matters involved an employee in a management position or involved a loss greater than Euro 10,000.</p> <p>As a result of the 219 matters substantiated as violations of the Code of Business Conduct, 109 employees were terminated. Additional 646 employees received discipline in the form of verbal or written warnings, financial penalties (unpaid suspension or loss of bonus) or voluntary resignation from the Company.</p>

Violations by Code of Business Conduct Sections:

- Safeguarding company asset 38
- Business and financial records 144
- Conflict of interest 6
- Fair treatment of employees 12
- Anti-bribery and corruption 6
- Working with Customers & Suppliers 7
- Workplace health & safety 2
- Data Privacy 1
- Other 3

Refer to Whistleblowing policy on our website:

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/whistleblowing-policy>

2-27 Compliance with laws and regulations

95, 104
119

Our approach to environmentally related matters (water, climate, energy, emissions, effluents and waste, biodiversity, packaging) is described in each of those policies separately published on our website (<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies>). We disclose them in detail in this GRI file, section 300 Environment. As stated in our Environmental policy, we conduct our operations in compliance with all applicable legislative requirements and apply The Coca-Cola Company (so called KORE) standards and industry environmental standards. Our internal procedures require to comply with the strictest out of those standards and in many countries of operation, KORE standards are the strictest.

Chief Supply Chain Officer and Chief Corporate Affairs and Sustainability Officer review the environmental compliance regularly (at least quarterly). Environmental goals and targets are reviewed monthly and we have developed an automated dashboard which is part of our sustainability performance management.

Our approach to social compliance is described in our Code of Business Conduct, Human Rights policy, Inclusion, Diversity and Anti- Harassment policy, Occupational health & safety policy, Quality and Food safety policy. We disclose it in detail in this GRI file, section 400 Social.

Environmental and social compliance within our suppliers is described in our Supplier Guiding Principles and Principles for Sustainable Agriculture. It is monitored and reviewed by the Procurement function quarterly.

Annually we report publicly the environmental and social performance.

Refer to the paragraph "Importance of good governance", page 95 of the 2022 IAR; Audit and Risk Committee role on page 104 ("Key roles and responsibilities" of the BoD) and 119 ("Role and responsibilities" of the Audit and Risk Committee).

Non-compliance with environmental laws and regulations: 0 significant* fines and violations.

We received total 9 Notices of Violation in 2022 (in Russia, Bulgaria, and Bosnia and Herzegovina), in a total amount of €3,323.

Non-compliance with laws and regulations in the social and economic area: 1 on-going case reported in 206-1 as competition law case; 1 case reported in 416-2 as quality non-compliance in Greece.

We collect reports from countries at Group level on contingencies, including fines, which are over a specific threshold, for the purpose of submitting these to our external financial auditors.

(*) As per S&P definition, significant fine is any individual fine above \$10,000.

2-28 Membership associations

-

On our website: [Memberships](#)
[Public Policy Engagement](#) (membership in trade organisations on page 3, 4 of the pdf file)

			<p>We are signatories of a number of environmental initiatives including Business Ambition for 1.5°C, the Race To Zero, WEF Alliance of CEO Climate Leaders (https://initiatives.weforum.org/alliance-of-ceo-climate-leaders/members)</p> <p>We are corporate engagement member of the Science Based Targets Network (SBTN).</p>
	<p>2-29 Approach to stakeholder engagement</p>	<p>14-15 16-18 59-61 110-111</p>	<p>Refer to “Business model”, “Stakeholder engagement”, “Managing risk and materiality” and “Corporate Governance - Engaging with our stakeholders” sections of the 2022 IAR, as well as the stakeholder engagement section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/stakeholder-engagement</p> <p>We identify and select all types of stakeholders that can have an impact or are affected by our business now and in the future. This process is done both at the Group and country levels and the overall input is consolidated and used for our materiality surveys. Specifically, for our thematic Annual Stakeholder Forum, we aim for at least 50% of our invited stakeholders to be directly relevant to the issues discussed each year, with the other 50% being from all other categories. Stakeholders’ maps are updated regularly by the countries and Group.</p>
	<p>2-30 Collective bargaining agreements</p>	-	<p>The percentage of total employees covered by collective bargaining agreements: 52.76% (53% as rounding number).</p> <p>For the remaining population country/group rewards team are monitoring closely labor market and working conditions to determine salary and benefit packages based on local environment and our aim of being a preferred place to work. Often collective bargaining agreements from comparable industries are considered as a benchmark.</p>

Material topics

<p>GRI 3: Material Topics</p>	<p>3-1 Process to determine material topics</p>	59-60	<p>“Materiality assessment” section of the 2022 IAR https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality</p>
	<p>3-2 List of material topics</p>	59-60	<p>“Materiality assessment” section of the 2022 IAR. Our materiality matrix includes all our material issues, and they are integrated within the different sections of the IAR.</p>
	<p>3-3 Management of material topics (general for all material topics listed below)</p>	<p>14-18 57-58 59-60 61-62 82-83</p>	<p>“Our business model”, “Stakeholder engagement “, “Our purpose and strategy”, “Mission 2025 sustainability commitments” and “Materiality assessment” sections of the 2022 IAR. Precautionary Principle or approach: in “Managing risk and resilience” and “Viability statement” sections of the 2022 IAR. Section on page 91-92 provides the page references mapping out how our IAR complies with relevant regulation on non-financial information. Policy section and Sustainability section of the website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies https://www.coca-colahellenic.com/en/a-more-sustainable-future Human Rights Policy Manager’s Guide: https://www.coca-colahellenic.com/content/dam/cch/us/documents/media/news/policies/cchbc-human-rights-policy-managers-guide.pdf “Human rights” subsection on the website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities Modern Slavery Statement 2021, approved in 2022 by the BoD of CCHBC Northern Ireland: https://ie.coca-colahellenic.com/en/about-us/policies/Slavery-and-Human-Trafficking-Statement Modern Slavery Statement 2022 is under preparation and will be approved shortly. Code of Business Conduct and Supplier Guiding Principles:</p>

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct>

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles>

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	21-23 14-15 88-90	“Our purpose framework”, “Our strategy”, “Our business model”, and “Segment highlights” sections of the 2022 IAR.	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	14-15 21-23 88-90	<p>“Our business model”, “Our purpose framework”, “Our strategy”, “Our socio-economic impact” on page 15 and “Segment highlights” sections, as well as the financial review of the 2022 IAR.</p> <p>Total community investments in 2022: €7.32 million, out of them: €4.2 million cash contribution, €0.22 million in-kind and €2.9 million product contribution (it is also in-kind).</p> <p>If we include Egypt, the total community investments are €7.4 million.</p> <p>Total employees’ compensations and benefits: please see social table in the GRI (€1,203.9 million).</p> <p>Our Code of Business Conduct (CoBC) doesn’t allow us to do any financial or in-kind donations and contributions to the political organisation or government.</p>	
	201-2 Financial implications and other risks and opportunities due to climate change	59-62 72-81	<p>Our comprehensive top-down, bottom-up approach to enterprise risk management ensures that all business risks and opportunities, including those relating to climate change, are identified, and managed appropriately at both the operational and strategic levels. In addition, our compliance to the TCFD requirements is included on page 72-81 of the 2022 IAR.</p> <p>Specific programme details are available in the “Managing risk and materiality” section of the IAR.</p> <p>Refer to: CDP Climate and CDP Water responses: 2022 CDP Climate Response 2022 CDP Water Response</p>	
	201-3 Defined benefit plan obligations and other retirement plans	-	<p>25,962 of our total number of employees, employed on average in 2022, are eligible for benefit plans. Out of 9,321 employees eligible to be covered by defined contribution pension plans, 7,843 of them are covered. All of our 1,473 employees eligible to be covered by defined benefit pension plans are covered. Although, over time, we make efforts to increase coverage based on local market practices and prevalence of such benefits, legislation, and affordability, at this time we do not have a timeframe by which we will achieve full coverage. The level of participation at the end of 2022 per market segment was: Established: 83%, Developing: 59%, Emerging: 19%. The Group operates a number of defined benefit and defined contribution plans in our territories. The defined benefit plans are made up of both funded and unfunded pension plans. The assets of the funded plans are generally held in separate trustee-administered funds and are financed by payments from employees and/or the relevant Group companies. The liability recognised in the balance sheet in respect to defined benefit plans is the present value of the defined obligation at the balance sheet date less the fair value of the assets. The Group’s contributions to the defined contribution pension plans are charged to the income statement in the period to which the contributions relate.</p> <p>Company contributions into the plan vary by plan and can range between 2% - 15% of Annual Base Salary (ABS). Employees may also contribute to certain plans a percentage of the Company contribution or a percentage of their salary.</p>	Omission: The number of participants in retirement plans is collected from each country, however we don’t disclose it publicly per entity. More information will be provided in the next years.
	201-4 Financial assistance received from government	-	Tax related financial assistance will be disclosed as part of the 2022 Group’s tax transparency report, to be published in August 2023. We have not received any other type of material financial assistance from any government.	Omitted – will be part of Tax transparency report in August 2023.

Market presence

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>14-18 88-90 7-11</p>	<p>Refer to the “Our business model”, “Stakeholder engagement” and “Segment highlights” sections, as well as the Chairman’s letter and the CEO’s letter of our 2022 IAR. Precautionary Principle or approach: in “Viability statement” and “Managing risk and resilience” section of our 2022 IAR.</p>
<p>GRI 202: Market Presence 2016</p>	<p>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</p>	<p>-</p>	<p>In every country, the lowest paid employee categories (junior line operators and entry-level merchandisers) earn at least the minimum wage. We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation. On average, junior line operators and merchandisers earn approximately 1.6 times the local minimum wage in our Established markets, approximately 2.4 times in our Developing markets and approximately 3.1 times the local minimum wage in our Emerging markets. The range of ratios is similar for both male and female workers. Contractors who work in our premises are part of the Workplace accountability audits where the minimum wage by the local legislation is checked and verified by an external company.</p>
	<p>202-2 Proportion of senior management hired from the local community</p>	<p>-</p>	<p>Employees are systematically hired from the local workforce. 95% of employees are local nationals. 84% of managers are local nationals. In our Established markets, 86% of total employees and 72% of managers are local nationals. In Developing markets, 97% of total employees and 93% of managers are local nationals. Finally, in our Emerging markets, 98% of total employees and 93% of managers are local nationals. As senior management, we consider our top 300 business leaders, which includes country function heads, Group sub-function heads and the Executive Leadership Team (ELT), including the CEO. As local hires, we consider employees of the same nationality as the operation they work for. We consider as significant areas of operation the externally reporting segments, which also form the basis of financial consolidation. The given percentages are based on Headcount.</p>

Indirect economic impacts

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>14-15 28-53</p>	<p>Refer to the “Our business model”, “Our socio-economic impact”, “Win in the marketplace”, “Fuel growth through competitiveness and investment”, “Cultivate the potential of our people” and “Earn our licence to operate” sections of the 2022 IAR. Community Contribution Policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/community-contributions-policy</p>
<p>GRI 203: Indirect Economic Impacts 2016</p>	<p>203-1 Infrastructure investments and services supported</p>	<p>14-15 45-53</p>	<p>Refer to the “Our business model” and “Earn our licence to operate” sections of the 2022 IAR. In 2022, we invested €7.32 million in our communities (if we include Egypt, the total community investments are €7.4 million). A portion* of this investment was allocated to the support of Ukraine; investment to our flagship social programme #YouthEmpowered was €1.4 million, to the World Without Waste programmes €1.13 million, our COVID-19 support was in the amount of €0.29 million, and funds for disaster relief were €0.38 million. The biggest part of the total community investments went to relevant local community priorities (€2.8 million). Out of the total €7.4 million, the split is: cash (€4.3 million) and in-kind (€3.1 million). Additionally, we have spent €1.05 million in commercial investments for charities and community organisations. In 2022 we engaged 246,108 young participants through #YouthEmpowered (#YE). Overall, during 2022, for all our community initiatives we were partnering with 643 local and international organisations. 10% of our employees took part in volunteering initiatives during their working time (2,688 people excluding Egypt; total volunteering hours: 14,253). Separate figures for Egypt:102 employees volunteered (420 volunteering hours).</p>

			(*) Here we don't report the donated over US\$20 million to support our people and communities in Ukraine in partnership with The Coca-Cola Foundation and the global Coca-Cola System – it is disclosed on page 43 of the 2022 IAR.
			As a business, our primary contribution to the communities we are part of is through our core business activities, which generate income for employees, pay our suppliers and contribute to the public good through e.g., the payment of state taxes and community investments. In 2022, a total of €407.32 million in tax-related liabilities was recorded in our IFRS accounts (disclosed on pages 87-89 of our 2022 IAR, per market segment). In 2019 for the first time, we developed our Group socio-economic impact study (SEIS) by aggregation of the data from all local SEIS and we are updating it regularly with the new data coming from our local SEIS.
	203-2 Significant indirect economic impacts	15	Together with The Coca-Cola Company, in all our territories we support more than 355,390* direct and indirect jobs throughout our value chain (which means that with every job in our system, we create additional 10 jobs in the value chain) and contribute approximately €10.8* billion in value added annually.
		46-47, 52-53	Refer to the section "Licence to operate" of the IAR. In 2022 our Business Units (BUs) received 61 different awards recognising our positive impact in the communities where we serve. Awards have been presented for initiatives and projects related to water stewardship, waste management, packaging collection, youth and women empowerment, community support, volunteering etc. (*) Numbers presented are aggregated based on the local SEI reports from CCHBC territories in the period 2018-2022, with the exception of North Macedonia where the report is from 2017. All KPIs represent annual impact.

Procurement practices

GRI 3: Material Topics 2021	3-3 Management of material topics	32-35	Refer to the "Fuel growth through competitiveness and investment" section of the 2022 IAR, as well as General Disclosure 2-6. Further information can be found on our website (sub-section Our suppliers): https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/sourcing Supplier Guiding Principles and Principles for Sustainable Agriculture: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/principles-for-sustainable-agriculture
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	12-15	Our practice is to source locally, provided that goods and services are available to meet our requirements and quality standards in an economically viable way. As of 2015, we have a formal Procurement KBI of over 95% of local spend in our countries of operation or from within the European Union, which is considered local for EU countries. In 2022 this percentage was 97.93%. Refer to "Our business at a glance" and "Our business model" sections of the IAR. Significant location: every location where we have manufacturing operations that use raw and packaging materials from suppliers.

Anti-corruption

GRI 3: Material Topics 2021	3-3 Management of material topics	123, 71	Refer to the "Corporate governance report - Whistleblowing measures" and "Principal risks" (Principal risk: Ethics and compliance) sections of the IAR 2022. Conducting all business activities with integrity and respect for society is of primary importance for us. Being a good corporate citizen means having a strong foundation in business ethics and
------------------------------------	-----------------------------------	---------	---

		<p>maintaining well-established processes and systems for managing financial and non-financial dimensions of performance, which in turn builds our trust and reputation. It is no coincidence that our stakeholders consistently rank this as the top material issue year after year.</p> <p>We address corporate governance holistically, maintaining a zero-tolerance culture related to breaches of our Code of Business Conduct (COBC) and Anti-Bribery policies and to any attempts of retaliation against individuals who report in good faith potential violations. To that effect we have regular COBC and Anti-Bribery online and classroom trainings for all our employees and additional training sessions are developed by the legal department for risk zone employees, which includes senior management, to target specific risks faced by each regional function. We have also established an anti-bribery due diligence process on third parties representing us with government authorities.</p> <p>We have established grievance mechanisms, including an independently operated whistle-blower “Speak-Up!” line, available to all Coca-Cola HBC countries in local languages. Allegations received related to issues not covered under the Code of Business Conduct were routed to the appropriate department for appropriate handling. All allegations involving potential COBC violations were investigated in accordance with the Group Code of Business Conduct Handling Guidelines. In 2022, we ran quarterly awareness campaigns aimed at raising awareness to all employees of how and when to use the Speak Up! line</p> <p>In 2022 we continued training our employees on our COBC and on Anti-Bribery and Corruption through our mandatory e-learning. The course is available on-line to all our employees and comprises a preliminary questionnaire on COBC and Anti-Bribery Policy as a knowledge test for our employees, and acknowledgement and re-commitment to compliance with the Code of Business Conduct and its related policies, including the Anti-Bribery Policy. As in the past, this training is a regular requirement for all employees.</p> <p>In 2022, we run significant awareness initiatives on business ethics and anti-corruption: we rolled out across all Group operations our annual Ethics and Compliance Week whose main theme was our updated Whistleblowing Policy, in line with the EU Directive. During the Week we organised awareness sessions for our employees on our Speak Up! line, aimed at raising awareness on how to use it to report concerns and violations of the Code Business of Conduct or ask questions regarding any of our compliance policies and at informing them on the most recurring COBC violations. Also, throughout the year we continued raising awareness on Speak Up! line doing quarterly communication campaigns for all employees.</p> <p>Refer to our most updated UNGC COP document published on our website and on the website of the UNGC COP reporting.</p> <p>Anti-bribery Policy and Code of Business Conduct: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/anti-bribery-policy https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/code-of-business-conduct https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	71 Our business units, under the supervision of our Group Chief Risk Officer, have all evaluated the bribery and corruption risk as part of their quarterly business risk review process – 100% of our operations are assessed on risk related to corruption (28 countries). Anti-bribery and corruption is a basic risk (see Principal risk: Ethics and compliance, page 71 of the 2022 IAR) and based on the detailed risk screening of the operations no significant risks were identified. We have a zero-tolerance approach to corruption. Tri-annual mandatory training programmes ensure employees understand both applicable anti-bribery and anti-corruption laws and our Anti-Bribery Policy and act in compliance with these. Additional annual training sessions are developed by the legal department for risk zone employees, which include senior management, to target specific risks faced by each regional function. For further information please see the Anti-Bribery

	<p>Policy and Code of Business Conduct on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>Based on the risk assessment performed, in Nigeria and Russia we have a dedicated cross-functional Joint Task Force (JTF) that pro-actively addresses risk in the most challenging of our operations. In 2023, such a JTF will be established in Egypt. The combined data are evaluated against external factors and reports to comprise our strategic risks that are evaluated by the Group Risk and Compliance Committee; anti-bribery and corruption is classified as a strategic risk.</p>
<p>205-2 Communication and training about anti-corruption policies and procedures</p>	<p>a. Anti-corruption policies and procedures have been communicated to the 13 Directors of CCHBC (100%) and to the 11 members of our Executive Leadership Team, which represents the 100% of governance bodies members.</p> <p>b. CCHBC employees receive the Code of Business Conduct (COBC) and Anti-Bribery Policy upon hiring and the COBC and Anti-Bribery Policy are also published on CCHBC Intranet and websites and are available in CCHBC local languages. Anti-corruption policies and procedures have been therefore communicated to the 100% of our active employees in our 29 operations.</p> <p>c. Our Suppliers Guiding Principles, including a specific section on Anti-Bribery and relevant procedures, are regularly communicated to all our suppliers as part of their selection process, as well as during physical audits where applicable (audits are provided by 3rd party on behalf of The Coca-Cola Company). In 2020 we revisited our Procurement Guidelines to implement more strict rules over Human Rights, Ethics and Compliance practices expected from our suppliers. Anti-corruption policy is communicated to 100% of our suppliers and contractors.</p> <p>We utilise the developed "SGP Coverage Triangle" with three checkpoints throughout the procure-to-pay process: http://coca-colahellenic.com/en/operations/supply-chain/our-suppliers</p> <p>COBC, Anti-Bribery Policy and Suppliers Guiding Principles are also published on CCHBC websites and are available in local languages of our 29 operations.</p> <p>d. 12 out of 13 members of our Executive Leadership Team (92%) passed training on Code of Business Conduct including a specific section on anti-corruption in the last two years (as per our internal requirements it is a 3-year training cycle).</p> <p>e. Mandatory trainings on anti-corruption are run tri-annually (three-year cycle) for all employees. In 2021 we launched our new e-learning on COBC and anti-corruption, which is available on-line to all our employees. The course comprises a preliminary questionnaire on COBC and Anti-Bribery Policy as a knowledge test for our employees and acknowledgement and re-commitment to compliance with the Code of Business Conduct and its related policies, including the Anti-Bribery Policy. At the end of the training wave over 26,319 employees passed the course, which was 97.7% of total population (active employees). Since then, we continue to train every newly hired employee. As in the past, this training will be a regular requirement for all employees. In 2022, 9,937 more employees were trained, including 5,908 employees in the newly acquired Egypt BU.</p> <p>In 2022, we also run significant awareness initiatives on business ethics and anti-corruption: we rolled out across all Group operations our annual Ethics and Compliance Week whose main theme was our updated Whistleblowing Policy, in line with the EU Directive. During the Week we organized awareness sessions on our Speak Up! line, aimed at raising awareness on how to use it to report concerns and violations of the Code Business of Conduct or ask questions regarding any of our compliance policies and at informing them on the most recurring COBC violations.</p> <p>The Board of Directors members, who are all non-executive, except the CEO, were kept updated about our Anti-bribery and anti-corruption (ABAC) program and are aware of our Anti-Bribery Policy.</p>
<p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>There were 6 confirmed cases of corruption in 2022: 3 confirmed cases among suppliers, there of 2 instances where contracts were terminated; 1 confirmed case involving a client; 2 confirmed cases involving employees leading to two persons being dismissed and two persons being disciplined.</p> <p>There were no public legal cases regarding corruption brought against the organization or its</p>

			<p>employees during the reporting period.</p> <p>Total number of confirmed incidents in which employees were dismissed or disciplined for corruption: 6 of 6.</p> <p>Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: 1 of 6 (only 2 of the cases involved a supplier).</p> <p>Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: No.</p>
Anti-competitive behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/anti-bribery-policy
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	-	<p>One ongoing competition law case / legal action: with respect to the investigation of the Greek Competition Commission initiated on 6 September 2016, regarding Coca-Cola HBC Greece S.A.I.C.'s operations in certain commercial practices in the non-alcoholic beverages market, the Rapporteur of the Greek Competition Commission appointed for this case issued her Statement of Objections on 5 July 2021, alleging that Coca-Cola HBC Greece S.A.I.C. undertook a series of anti-competitive practices in the market of instant consumption, thereby excluding competitors and limiting their growth potential. Coca-Cola HBC Greece S.A.I.C. has vigorously defended its commercial practices, in rebuttal of the allegations set out in the Statement of Objections. The hearing of the case, before the plenary session of the Greek Competition Commission, was concluded on 29 November 2021 and the supplementary briefs of the parties were submitted on 16 December 2021. On 3 November 2022, the Hellenic Competition Commission notified Coca-Cola HBC Greece S.A.I.C. of its ruling on the case, according to which Coca-Cola HBC Greece S.A.I.C. allegedly abused its dominant position in the Greek immediate consumption market segment. The Hellenic Competition Commission ruling imposed on Coca-Cola HBC Greece S.A.I.C. a fine of €10.3 million, as well as a behavioural remedy in relation to beverage coolers valid until end of 2024. Coca-Cola HBC Greece S.A.I.C. has fully provided for the amount of the fine. Coca-Cola HBC Greece S.A.I.C. strongly disagrees with this ruling and has challenged it before the competent Court of Appeal. The hearing date of the case is not yet set.</p> <p>EU preliminary investigation, with a focus on Italy and the off-trade channel – the European Commission has informed Coca-Cola HBC that the case is closed with no further action against the company. Please refer to the EC's public announcement on 28 February 2023: https://ec.europa.eu/commission/presscorner/detail/en/mex_23_1281</p>
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Refer to the Tax Transparency Report and Tax policy: 2022 Tax Transparency Report Tax policy
GRI 207: Tax 2019	207-1 Approach to tax	-	Tax policy 2022 Tax Transparency Report
	207-2 Tax governance, control, and risk management	-	<p>Tax policy 2022 Tax Transparency Report</p> <p>Mechanism for reporting concerns about unethical or unlawful behaviour and the organization's integrity in relation to tax: the same as in 207-3 (Speak Up! Line).</p> <p>No standalone/ specific assurance report/ appraisal for tax, however, tax disclosures included in Group Financial statements are subject to external auditors' review and thus the assurance provided</p>

			for the financial statements also covers tax data/ tax analysis and respective disclosures.		
	207-3 Stakeholder engagement and management of concerns related to tax	-	<p>https://secure.ethicspoint.eu/domain/media/en/gui/102336/index.html</p> <p>The Speak Up! line is available to report tax related matters, in line with the EU Directive. Furthermore, Group Anti-Bribery policy and Code of Business Conduct apply also for tax processes and 3rd party providers engaged by either Group Tax or local tax teams.</p> <p>We are monitoring our external stakeholders' (e.g., investors, governments, civil society, employees, NGOs and corporate rating agencies) requirements on a constant basis. In this respect, our Tax Transparency report's main scope is to provide clarity and transparency to our stakeholders about our approach to tax. Furthermore, Tax Transparency report presents bold statements regarding our overall approach to both our internal and external stakeholders' requirements.</p>		
	207-4 Country-by-country reporting	-	We are closely monitoring all relevant developments to adhere to the upcoming changes in the tax reporting area. In this respect we work in partnership with our tax advisors and statutory auditors to develop our approach towards the fast-evolving changes in the tax reporting area. Public Country-by-Country reporting is one of the main targets of this process. Following the introduction of respective regulations in various CCHBC countries, we expect to start communicating publicly Country-by-Country data within the next years (i.e., year 2024 or 2025).	Omitted	No current information and disclosure per country.

Materials

GRI 3: Material Topics 2021	3-3 Management of material topics	19-20 45-53 59-60, 75, 78	<p>Refer to the "Market trends", "Earn our licence to operate" and "Managing risk and materiality" sections of the 2022 IAR.</p> <p>Refer to our Packaging waste management policy: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/packaging-waste-management-policy</p>								
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	<p>Refer to the Environmental Data Table at the end of this document.</p> <p>All materials are purchased by external suppliers.</p>								
	301-2 Recycled input materials used	-	Percentage of recycled material from main packaging used in 2022: 10.5 % rPET (placed on the market); 33% recycled glass; 49% recycled aluminium.								
	301-3 Reclaimed products and their packaging materials	-	<p>We have helped set up 20 industry owned packaging recovery schemes across our territories. In the 6 countries (Armenia, Nigeria, Moldova, Kosovo, Montenegro, Egypt) where recycling targets are not set for compliance, we are advocating for the establishment of a coordinated approach to packaging recovery. For example, we have initiated a pilot project for collection in Moldova with a result of 5% collection in 2022. In Nigeria we have completed a modelling study to identify how we can accelerate collection and we are now working on implementing the findings. In Egypt we are in discussions with the local waste management authority to support them in developing a national collection system. We have a coordinated approach to identify and implement the most efficient collection systems that will achieve future legal compliance and company commitments. Following the successful launch of new industry-owned Deposit Return Scheme (DRS) in Slovakia and Latvia in January 2022 and February 2022, respectively, we are in the process of setting up DRS entities in Romania, Cyprus, Ireland, Austria, and Greece, with Poland, Hungary and other EU markets expected to follow. CCHBC markets altogether recovered for recycling or reuse the equivalent of 48% of primary packaging placed on the market in 2022, through legally required, voluntary or directly funded projects and/or initiatives. Our calculation methodology for this achievement involves achievements of the recovery organizations we are members of, and own industry initiatives calculated as a weighted average of the pieces of primary packaging that we place on the market (including refillable packaging).</p> <table border="1" data-bbox="712 1391 1514 1505"> <thead> <tr> <th>Packaging Type</th> <th>Recovery for Recycling Rate (%)</th> </tr> </thead> <tbody> <tr> <td>Aluminium can</td> <td>50%</td> </tr> <tr> <td>High Density Polyethylene</td> <td>45%</td> </tr> </tbody> </table>	Packaging Type	Recovery for Recycling Rate (%)	Aluminium can	50%	High Density Polyethylene	45%		
Packaging Type	Recovery for Recycling Rate (%)										
Aluminium can	50%										
High Density Polyethylene	45%										

		Non-Returnable Glass Bottle	68%
		PET	34%
		Refillable Pet Bottle	98%
		Returnable Glass Bottle	98%
		Tank for postmix	97%
		Brick	10%
		Bag-In-Box	45%

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	19-20	Refer to the “Market trends” as well as the “Win in the marketplace”, “Fuel growth through competitiveness and investment”, “Earn our licence to operate” and “Managing risk and materiality” sections of the 2022 IAR. Further, refer to our Climate Change and Environmental policies on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies Precautionary Principle or approach: in “Viability statement” and “Effective management of risk” section of our 2022 IAR.
		28-31	
		32-35	
		45-53	
		59-60, 77	

GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	All types of energy consumed (electricity, LPG, NG, light fuel oil, gasoline, diesel etc.), including the amount of all renewable and clean energy, are reported separately, per type, per plant and country, on a monthly basis through a specialised software. Performance monitoring is also monthly. Conversion factors used are based on calorific value received from the fuel suppliers (it is part of our manual). We don't sell any heating, cooling, or steaming energy.
	302-2 Energy consumption outside of the organization	-	Refer to the Environmental Data Table at the end of this document. We report the electricity consumed by our coolers and coffee machines in the marketplace: electricity consumption per cooler type is available from the OEM. This is reported annually via special software. Third party fleet (diesel fuel) is reported monthly, and fuel used for the corporate flights is reported annually. Conversion factors are based on combustion tools available to convert fuel into energy.
	302-3 Energy intensity	-	Refer to the Environmental Data Table in this document. Our denominator used is litre of produced beverage. The total intensity unit is MJ (Mega Joules) of energy used per litre of produced beverage (lpb).
	302-4 Reduction of energy consumption	-	In 2022, we invested €13.7 million in energy efficiency improvement and energy saving initiatives in our manufacturing facilities. We tried to reduce the impact from full integration of Luricia in Italy and energy consumption changes in our plants driven by the negative geo-political development in European countries in 2022. We have achieved energy use ratio of 0.38 MJ/lpb which is 2% higher (respective figure 2021: 0.37) vs 2021 and 9.5% improved vs 2017 (respective figure: 0.42). Despite of the slight increase of the energy intensity (per liter of produced beverage), absolute quantity of used energy was 1% lower (respective figure: 39 million MJ) in 2022. Our total produced volume was reduced by 3% vs 2021 and increased 7% while comparing results without Russia and Ukraine. Comparing Energy intensity without Russia and Ukraine, we did maintain the high energy efficiency of 0.34 MJ/lpb in 2022 being in-line with 2021 levels (respective figure: 0.34 MJ/lpb in 2021). We are operating, in a partnership or by ourselves, 12 Combined Heat and Power (CHP) plants in our production sites in Nigeria, Ukraine, Romania, Poland, Italy, Northern Ireland. 3 CHPs plants, one in Poland, one in Ukraine, and one in Italy, are under our full ownership. In 2022 we have

		<p>received positive, full year impact on GHG emissions, resulted in discontinued energy sourcing from CHP and switching to renewable electricity supply in Timisoara plant in Romania.</p> <p>2017 is the baseline year for the energy improvement targets, which are related to two main objectives: 1) 50% of energy in all manufacturing plants to be from renewable and clean sources by 2025, and 2) 100% of electricity in manufacturing plants in the EU and Switzerland from renewable and clean sources.</p> <p>Those 2 energy improvement objectives are part of our Mission 2025 sustainability commitments, endorsed and published back in 2018.</p> <p>In 2022, we did launch a renewed energy efficiency improvement program, “Top20 Energy Savers” providing mandatory solutions to all manufacturing plants to save, recover, improve efficiency, shift to higher share or total renewable energy. Based on those solutions each plant did develop their energy savers roadmaps by 2025. We continue our management and performance reviews with all Business Units to monitor, track, plan and continuously improve the GHG emissions in direct operations. Those reviews also include corporate level performance tracking of the energy management, such as projects implementation status and energy mix intensity improvement projects. In addition, we have a cross-functional governance body reviewing carbon and energy performance and site-specific projects to deliver our sustainability commitments. In this way, we are sure that each site has planned and executed the right initiatives to reach the energy targets.</p> <p>We collect and report primary data for all energy types, monthly. We also use specialised software and monitor monthly the progress towards the energy targets per country, per activity, and per plant.</p>
	<p>302-5 Reductions in energy requirements of products and services</p>	<p>We invested €90 million in new energy-efficient and HFC-free cold drink equipment in 2022, which helped our customers to reduce 327 million kWh of electricity (-44%). This saved approximately 120,000 tonnes of emissions vs. 2017. This improvement is supported by the change in the mix of coolers (based on size), placement of energy efficient coolers in marketplace and slight reduction of total number of coolers placed in market (-3.6% vs 2017).</p> <p>Energy saved is the electricity use reduction at customers’ outlet.</p> <p>The saving is calculated year on year. The coolers represent 21% of total value chain carbon footprint and we calculate respective electricity and related CO₂eq saving. We have gained SBTi approval at the end of 2020 for absolute CO₂eq emissions reductions in direct operations by 55% and the indirect emissions (scope 3) by 21% by 2030 vs 2017. Our direct operations GHG target is aligned with the 1.5°C trajectory. Our previous CO₂eq emission commitments were also science-based ones, with a target year of 2020 and a baseline year of 2010, and they were achieved ahead of the target year (in 2018). Based on considerations above we set four carbon-related commitments, part of our Mission 2025 sustainability agenda: 1) reduce direct (Scope 1 and 2) carbon emissions intensity by 30% vs. 2017; 2) 50% of total energy used in our plants will be from renewable & clean* sources; 3) 100% of the total electricity used in our plants in EU & Switzerland will be from renewable & clean* sources; and 4) 50% of our refrigerators in customer outlets will be energy efficient.</p> <p>We use primary data for calculation of the electricity saved: number of coolers, per type, per refrigerant gas, reported in our system at country level. They are reported annually. The electricity consumption of each cooler type is coming from the original equipment manufacturer (OEM) data.</p> <p>(*): Clean source means energy from CHP plants with natural gas where CO₂ factor is much lower due to the efficient co-generation process.</p>

Water and effluents

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>19-20 45-53 59-60</p> <p>Refer to the “Market trends”, “Earn our licence to operate” and “Materiality assessment” sections of the 2022 IAR, as well as the “Water” topic content below.</p> <p>Also refer to our Environmental policy and Water Stewardship policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p>
<p>GRI 303:</p>	<p>303-1 Interactions with</p>	<p>Refer to our website, section “Water reduction and stewardship”:</p>

Water and Effluents 2018	water as a shared resource	52 59-60	<p>https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to 2022 IAR, paragraph “Water stewardship” and “Materiality assessment” section.</p>
	303-2 Management of water discharge-related impacts	52 59-60	<p>Refer to our website, section “Water reduction and stewardship”. https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p> <p>Refer to 2022 IAR, paragraph “Water stewardship” and “Materiality assessment” section.</p> <p>Refer to our 2022 CDP Water response: 2022 CDP Water response</p> <p>All bottling plants perform a Source Vulnerability Assessment, done by external experts to ensure the sustainability of water withdrawal and discharge, and assess the effect of the withdrawal on the source. All plants have an established Water Management Plan to ensure future sustainability of water use.</p> <p>All our beverage manufacturing plants, except the recent acquired ones (Lurisia in Italy, Teplice in the Czech Republic, Neresnica in Serbia, and in Egypt) are certified by Alliance for Water Stewardship (AWS) which confirms that the plants meet the global benchmark for responsible water stewardship. This certification* covers 95% of the plants and 99.6%* of the production volume (excl. Egyptian plants) and 87% of the plants and 88.8% of the production volume if the new acquisition of Egypt is included.</p> <p>In the framework of the standard the effect of water withdrawal is focusing on both site level and watershed scale, which includes important water-related areas, the value chain, local communities, and indigenous people as well as biodiversity value, are assessed.</p> <p>Water discharge requirements and standards are determined by either the local regulation or the internal KORE (the Coca-Cola System) standards, whichever is most stringent. The parameters of the water discharge are audited for compliance.</p> <p>(* Excluding the snack manufacturing plants Bambi and Tsakiris (not material volume and not applicable for water stewardship certification).</p>
	303-3 Water withdrawal		<p>Total water withdrawal amounted to 25.946 billion litres in 2022: 7.434 billion litres from municipalities; 17.830 billion litres from wells; 0.682 billion litres from surface waters. 0 litres sea water.</p> <p>We don't collect rainwater.</p> <p>We don't use wastewater from other organizations (see also the Environmental data table at the end of this document).</p> <p>We get primary data for water extraction, per source, on monthly basis. By using specialised software, we monitor the progress towards the water usage targets monthly.</p> <p>For the detailed numbers please see the Environmental table at the end of this GRI document.</p> <p>Water withdrawal numbers are in the Environmental table at the end of this GRI document.</p> <p>More water KPIs: 2022 CDP Water Security response</p>
	303-4 Water discharge	-	<p>Refer to the Environmental Data Table in this document.</p> <p>100% of wastewater treated since 2011 through intensive investment in own wastewater treatment plants (treatment method: full aerobic treatment that assures the water is suitable for aquatic life). In the areas, where there are municipal wastewater treatment facilities, we use them for discharge with a permit/contract.</p> <p>All bottling plants undertake the following reviews: annual water footprint assessment; water map and water balances; bi-annual risk assessments; source vulnerability assessments; and source water protection programmes. All are subject to internal audit.</p> <p>Daily monitoring of the main parameters of the wastewater discharge - our internal standards for wastewater are, for most locations, stricter than the local regulations. External independent auditors</p>

		<p>check the compliance with local standards: 99.8% of our production volume is certified in ISO 14001 Environmental Management System. The internal compliance is guaranteed through unannounced audits (performed by The Coca-Cola Company and by internal cross-border audit programmes).</p> <p>100% of the wastewater generated by CCHBC is treated by own wastewater treatment plants or third party (e.g., municipal) owned wastewater treatment plants to legal and company standards, before discharge.</p> <p>Each plant evaluates the potential of water reuse and recycling per process and equipment as part of their bi-annually updated water reduction plan (WRP). The WRP, the Top 10 Water Saver, and the CCHBC Engineering Specification for Water Saving (internal programmes and requirements) provide information on water saving initiatives, including quality, environmental and health and safety requirements. The Coca-Cola Company's EOSH Performance Measurements Requirements, and the CCHBC QSE Whitebook (internal requirements) define how reused and recycled water has to be monitored and documented. These internal programs and requirements are implemented in all plants. Compliance with these programs and requirements is verified by internal audits.</p> <p>Reused volumes are measured continuously by flowmeters or estimated based on process knowledge.</p> <p>Priority substances of concern: refer to W-FB3.1 section of the 2022 CDP Water Security response</p>
	303-5 Water consumption	<p>Please see Environmental table at the end of this GRI document.</p> <p>Change in water storage, if water storage has been identified as having a significant water-related impact: water storage has not been identified as having a significant water-related impact</p>

Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics	53	<p>Refer to our Biodiversity statement on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/biodiversity-statement "Biodiversity section" of the IAR.</p>
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	<p>Tylicz plant in Poland is located in Natura 2000 area (habitat area). The total area of plant property is 53,561m².</p> <p>Kykkos plant in Cyprus is located approximately to 7.8km from the National Park Forest of Troodos. The total area of plant property: 7,120m².</p> <p>A protected landscape "Vlasina" (wetland) is located to 15km by air from our natural mineral water plant Rosa in Serbia. Total area of plant property: 87,664m².</p> <p>Zalaszentgrot plant in Hungary is adjacent to Natura 2000. Total plant area: 100,000 m².</p> <p>Biodiversity-related topics are assessed in the Source Vulnerability Assessment (SVA), which is performed in 5-year cycle by external experts and in the water stewardship certifications (Alliance for Water Stewardship (AWS) and/or European Water Stewardship (EWS) standard) and reported accordingly.</p> <p>Teplice plant in the Czech Republic is locating 2km away from Natura 2000 area, Total plant territory is 43,709m².</p> <p>Water sanitary protection zone in our plant in Vladivostok in Russia includes the water protection zone of the "5 Klyuch" stream of federal significance status. There is a legal document claiming that the plant doesn't have any negative effect on the eco-systems of the stream. Total area of plant: 48,183m².</p> <p>Ekaterinburg plant in Russia is locating 10km from the forest parks of Shuvakishskiy and Zheleznodorozhny, which are both classified as recreational parks. Total area of our plant: 46,922m².</p> <p>In all cases the biodiversity value attribute is terrestrial or/and fresh water.</p>

			<p>All the protected areas are under regular monitoring by local Authorities and no deviation is reported. Environmental permits required for the operations in those plants include full impact assessment for those protected areas.</p> <p>All our newly acquired businesses undergo Environmental Due Diligence assessment for the water sources and later, when fully integrated, are part of the Source Vulnerability Assessment (SVA) performed at 5-year cycle. Part of the SVA is a legal compliance and permits validity review to High Value Conservation Areas or habitat protection areas. Based on those reviews, no negative impact by our operations and our activities on the source has been identified.</p> <p>All plants above, except Teplice in the Czech Republic, are certified according to the AWS (Alliance for Water Stewardship) standard and 3 of those, Tylicz, Kykkos and Vladivostok are scored with Platinum, and other 3 plants, Zalaszentgrot, Rosa and Yekaterinburg, are scored with Gold level (both Platinum and Gold levels are high performance ratings). All AWS reports confirm no negative impact on environment.</p>	
	304-2 Significant impacts of activities, products and services on biodiversity	-	<p>In 2022 we joined the engagement programme of the Science Based Targets Network (SBTN), and we are committed to follow their guideline and methodology for setting science-based targets for nature. Recently we started a project with an external consultant for mapping our full value chain, identification of the value chain hotspot including both dependencies and impacts, and prioritisation of biodiversity loss contributors per location. Once the results are available, we will publish them on our website.</p> <p>None of our operations or land that we own has a significant impact on protected areas, or on areas of high biodiversity value outside protected areas.</p>	Impacts of products and services on biodiversity: information unavailable or incomplete. Will be disclosed once our project of value chain impact assessment is completed (preliminary results are expected in the 2023 IAR).
	304-3 Habitats protected or restored	52	<p>To replenish the water we use, and help in water access through innovative sustainable technologies, we have a 2025 sustainability commitment to help secure water availability for all our communities in water risk areas. Using indicators from the World Wild Fund's Water Risk Filter and The Coca-Cola Company Risk Assessment, we have identified 19 of our plants as operating in water risk areas. That's why we focus our initiatives there and we call these plants water priority locations. Water priority locations are in Nigeria, Russia, Greece, Cyprus, Italy, Armenia, and Bulgaria.</p> <p>Refer to 2022 IAR: paragraph "Water stewardship" in the section "Earn our licence to operate".</p> <p>Refer to our website: CCHBC website Sustainability Water reduction and stewardship</p> <p>Reports and methodologies used by the validating parties – NGOs files; letters of confirmation from governmental bodies/municipalities, status reports, surveys.</p>	In this report we don't disclose the size of habitat areas protected or restored, neither the status of each area. This will be done once we start implementing the SBTN targets for Nature.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	None.	

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	19-20, 32-35 45-53 59-60, 72-81	<p>Refer to the "Market trends", as well as the "Fuel growth through competitiveness and investment", "Earn our licence to operate", "Materiality assessment", and "Managing climate change risk" sections of the 2022 IAR.</p> <p>Further refer to our Climate Change and Environmental policies on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	<p>Refer to the Environmental Data Table in this document.</p> <p>Scope 1 includes the activities under our operational control, described in our CCHBC Environmental Whitebook.</p>

In our GHG emission factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂eq factors: mobile and stationary combustion: GHG tool; Refrigerants: GWP IPCC 2007.

In 2022 we did not generate in-house or use biogenic energy vs. low quantities used in 2021 (0.09 million MJ of biogenic energy reported in the GRI table). In 2022, scope 1 emissions were 222,053 tonnes of CO₂eq and this is reduction of 13% vs 2021.

**305-2 Energy indirect
(Scope 2) GHG emissions**

Refer to the Environmental Data Table in this document.

Scope 2 includes the activities under our operational control, described in our CCHBC Environmental Whitebook. In our GHG emissions factor are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂eq factors: mobile and stationary combustion: GHG tool; electricity: following GHG Protocol Scope 2 Guidance for Dual reporting (Location-based factors from IEA, Market-based from Suppliers and GOs). In 2022 scope 2 emissions (Market-based) were 221,363 tonnes of CO₂eq and this is increase of 30% vs 2021.

**305-3 Other indirect
(Scope 3) GHG emissions**

Refer to the Environmental Data Table for figures.

In our GHG emissions factors are included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. CO₂eq factors: mobile and stationary combustion: GHG tool; electricity: from IEA Location-based; Ingredients/Pack materials: LCA studies made by TCCC.

Biogenic CO₂: not used and reported in 2022.

In 2022 scope 3 emissions amounted in 3,677,872 tonnes of CO₂eq which is lower by -7.1% vs 2021 and 15% lower than the baseline year of 2017.

Scope 3 category	2022 emissions (tonnes of CO ₂ eq)	Relevance as per materiality threshold (Y/N)
1. Purchased goods and services	2,553,534	Y
2. Capital Goods	0	N Refer to the latest Materiality Assessment. We use CCHBC Capital Goods data.
3. Fuel-and-energy-related activities (not included in Sc.1 or 2)	17,697	Y
4. Upstream transportation and distribution	0	N Raw and packaging materials emission factor includes the transport to our factories' gates (operational boundary for LCA is Cradle-to-Gate)
5. Waste generated in operations	0	N
6. Business travel	2,088	Y
7. Employee commuting	0	N Refer to the latest Materiality Assessment done

		(we used employee commuting data of another bottler). Our employees using the company fleet: these emissions are in Scope 1.
8. Upstream leased assets	0	N
9. Downstream transportation and distribution	164,262	Y
10. Processing of sold products	0	N We sell Ready to Drink products, no processing required by consumers.
11. Use of sold products	84,847	Y
12. End of life treatment of sold products	0	N Included in the emission factor of packaging materials.
13. Downstream leased assets	855,444	Y
14. Franchises	0	N We do not operate any franchises.
15. Investments	0	N
Other upstream	0	N
Other downstream	0	N

305-4 GHG emissions intensity - Refer to the Environmental Data Table in this document for the figures – intensity is calculated per litre of produced beverage (production unit).
In our CO₂eq factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

305-5 Reduction of GHG emissions -
In 2022 we have increased Scope 1 and 2 carbon emissions (market-based) by 17,634 tonnes of CO₂eq, which is 4.1% vs. 2021, totaling 443,416 tonnes in 2022 vs 425,792 tonnes in 2021 (GRI environmental table 305-5 of Total emissions (Scope 1 and 2 Market-based)).
In 2022 scope 1 emissions were 222,053 tonnes of CO₂eq and this is reduction of 13% vs 2021.
In 2022, Scope 2 emissions (Market-based) were 221,363 tonnes of CO₂eq and this is increase of 30% vs 2021.
In 2022 scope 3 emissions amounted in 3,677,872 tonnes of CO₂eq which is lower by 7.1% vs 2021 and 15% lower than the baseline year of 2017.
In 2022 we implemented energy saving and optimisation projects, and also, we switched some of our plants for the first time to renewable (RE) electricity sources and increased the renewable electricity share in many other plants. This however was not fully off-setting the impact of the lost renewable certificates in Russian plants due to the geopolitical situation there. This is the driver of the Scope 2 emissions increase vs 2021.
In 2022, we have 23 plants sourcing 100% RE electricity and another 10 plants sourcing part of their electricity from RE source, among those, we have 5 of our manufacturing facilities in Nigeria.
RE electricity loss in Russian is adding 51,000 tonnes of CO₂eq, RE electricity extension to North Macedonia, increased share in Romania and increased on-site roof-tops solar PV capacity and grid

			<p>supply greening in Nigeria have contributed by c.15,000 tonnes of CO₂eq reductions in Scope 2.</p> <p>Back in 2020, we have developed GreenFleetProgram and started gradually moving our own and leased light and heavy fleet to electric and hybrid fleet, or low carbon alternatives, whatever is possible and best to the specific country. This program delivered 19,500 tonnes of CO₂eq saving since 2017 (our baseline year).</p> <p>In addition, we collaborate with our commercial teams and 3rd-party logistic partners to optimise the distribution routes to deliver product to our customers. We have switched our transport modes to alternatives: from road to rail, also to lightweight trailers where possible – all these actions reduce emissions by 20,000 tonnes since 2017.</p> <p>In 2022 we started in-house recycled PET preforms production in 2 of our locations, Krakow, Poland and Gaglianico, Italy. Both facilities are operating with 100% RE electricity. Based on the LCA study conducted by 3rd party independent experts, those preforms have up to 70% lower carbon footprint vs the industry average. This is a major step in Scope 3 carbon emissions reduction for the future.</p> <p>We are working also with the Coca-Cola System team on the Supplier Specific Emission Factors in collaboration with key commodities suppliers, which will enable us to define value chain emissions brought to the business in much more accurate way in the future. This will create clear visibility of the common interest projects and initiatives with suppliers and partners to decarbonise the business and reach our long-term climate goal - NetZero by 40.</p> <p>Cold Drink Equipment is significant part of our total value chain carbon emissions and increasing the share of energy efficient coolers what we place in customer outlets, stays the key focus in the next years. In 2022, we did overachieve our annual roadmap target of 40% reaching 49% energy efficient coolers out of all coolers placed in the market. Energy efficient coolers placement to our customer outlets saved approximately 120,000 tonnes of CO₂eq vs 2017 baseline.</p> <p>In our GHG emission factor is included: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use GHG Protocol Corporate Accounting and Reporting Standard.</p>
	305-6 Emissions of ozone-depleting substances (ODS)	-	Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO ₂ eq factors: mobile and stationary combustion, GHG tool.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	<p>Please see the Environmental table in this document. Further, we use GHG Protocol Corporate Accounting and Reporting Standard. CO₂eq factors: mobile and stationary combustion, GHG tool.</p> <p>No new polluters vs. last year – we report NOx, SOx, and particulate matters in the Environmental table at the end of this document.</p> <p>POP, VOC, and HAP are not reported as they are assessed as not material.</p>
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	19-20 32-35 45-53 59-60	<p>“Market trends”, “Fuel growth through competitiveness and investment”, “Earn our licence to operate”, and “Materiality assessment” sections of the 2022 IAR, as well as the related indicators below.</p> <p>Refer to Packaging waste management policy and Food loss policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies</p> <p>Our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	45-53	<p>The main sources of waste in our direct operations (onsite) are: 1) packaging materials used for a) protecting the ingredients used for our manufacturing, b) packaging materials we use for our beverages (for storage, transportation and during the product end phase), and 2) wastewater which is coming after our manufacturing process.</p> <p>Waste-related impacts associated with our downstream supply chain – the disposal of our products and packaging after use, is provided in 301-3.</p>

			<p>Waste amount is measured, monitored, and reported on a regular, monthly basis.</p> <p>For more information on our packaging waste, please see our 2022 IAR, section “Earn our licence to operate” and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p> <p>For more information on our wastewater, please see our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/water-reduction-and-stewardship</p>
	306-2 Management of significant waste-related impacts	45-53	<p>For more information on our packaging waste, please see our 2022 IAR, section “Earn our licence to operate” and our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/world-without-waste</p> <p>We work with authorised waste contractors in each country. We strive to minimise the landfilled waste and we actively search for solutions for reusing or recycling of each type of waste we generate in our direct operations. The biggest part of our waste is reused/recycled.</p> <p>Since the completion of our wastewater treatment programme in 2011 – with 44 on-site wastewater treatment plants, 100%* of our wastewater is treated to levels supporting aquatic life. In 2022 we have in total 37 plants with their own wastewater treatment plants (most of them using full aerobic process) and the rest plants are discharging our effluent to municipal wastewater treatment plant.</p> <p>Through on-site flow meters at the point of discharge, 100% of our operational sites measure, monitor, and report total volume of water discharged by destination.</p> <p>All water discharged is measured against The Coca-Cola Company’s KORE standard requirements, which meet all local regulations and in many cases are even stricter than the local standards.</p> <p>(*) Excluding Egypt.</p>
	306-3 Waste generated	-	<p>Every manufacturing site reports monthly the amount of waste generated, per type. We work with third parties to manage all type of waste, and we do waste traceability assessments on third parties to make sure they are managing waste in line with our contractual agreement and government legislation. There are internal annual goals set for minimising the waste generation which are part of the overall performance management system.</p> <p>Refer to the Environmental Data Table in this document.</p>
	306-4 Waste diverted from disposal	-	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non-hazardous waste.</p>
	306-5 Waste directed to disposal	-	<p>In the Environmental Data Table in this document, we publicly disclose the breakdown of our manufacturing (onsite) waste by disposal type and by hazardous and non-hazardous waste.</p>

Supplier environmental assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	32-35 59-60	<p>“Fuel growth through competitiveness and investment” and “Materiality assessment” sections of the 2022 IAR.</p>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	<p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Environmental aspect before commencing business with CCHBC as part of the pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Excluding Egypt where data are still not available, we registered around 3,010 new suppliers in 2022. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to CCHBC SGPs. New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the</p>

SGPs are part of all issued tenders and contract templates sent to suppliers and published in our corporate website:

<https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles>

We aspire Strategic suppliers upon award to also join EcoVadis or other reputable 3rd party body/platform for Sustainability (ESG) Assessments.

<https://www.coca-colahellenic.com/en/about-us/what-we-do/supply-chain>

We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.

Number of Critical Strategic Suppliers assessed for Environmental Impacts:

- 1) 59 under 3rd party physical Supplier Guiding Principles audit
- 2) 1,417 under EcoVadis: up to 2022 through EcoVadis CSR Assessment platform, we assessed in total 1,417 of our critical suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45 .

TOTAL = 1,476 Suppliers (+206 compared to 2021)

Number of Suppliers identified to have potentially significant Environmental Impact:

1) 1 identified by 3rd party audit: for supplier based in Nigeria working in the food flavor industry. The audit identified that there has been risk of spillage from the secondary bund wall diesel storage area. A corrective action plan has been issued to the supplier to work on the reinforcement of the bund wall. Supplier is planned to be re-audited in 2023 on the above action.

2) 161 identified by EcoVadis: these suppliers scored <24 in the assessment for Environment.

Types of findings: missing supporting documentation over declared practices, policies etc. or missing regular formalised environmental reporting for relevant KBIs, expired or lack of supporting documentation (e.g., ISO 14001, measures on energy consumptions & GHG emissions), no endorsement of external CSR initiatives or principles (e.g., UN Global Compact), not adequate reporting on environmental issues.

(Suppliers' locations: Russia, Nigeria, Ukraine, Belarus, Kosovo, Bulgaria, Switzerland, the UK, the USA)

TOTAL = 162 Suppliers (11% of total supplier base screened using environmental criteria) as follows:

Number of suppliers identified to have potentially significant Environmental Impact with whom CCHBC agreed Corrective actions plans:

- 1) 162 Suppliers or 100% of Suppliers identified have corrective action plans in place
- 2) 0% of suppliers identified as having potentially negative environmental impacts were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting positive improvement and supplier engagement.

308-2 Negative environmental impacts in the supply chain and actions taken

By Dec 31st, 2022, we have 1,417 suppliers assessed in EcoVadis. The average overall score for our suppliers is 48.4 (+ 1.1 ppt vs 2021) and it is above the average score of 44.9 of the EcoVadis universe. In the area of Environment, our suppliers in scope reached 48.5 (+ 1.1 ppt vs 2021) vs. average of 44.8 for EcoVadis' panel.

Employment

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>16-18 38-42 59-60</p>	<p>“Stakeholder engagement”, as well as the “Cultivate the potential of our people” and “Materiality assessment” sections of the 2022 IAR. Precautionary Principle or approach: in “Viability statement” and “Managing risk and resilience” section of our 2022 IAR.</p>
<p>GRI 401: Employment 2016</p>	<p>401-1 New employee hires and employee turnover</p>	<p>-</p>	<p>We employed 26,580 people in 2022, of whom over 96% were permanent employees. Women accounted for 29% of our workforce, and 40% of management. Total number of apprenticeships and scholarships 337.</p> <p>Total number of hires: 3,549 % of internal hires: 20% Total number of new hires under the age of 30: 1,662 % of new hires under the age of 30: 47% Total number of new hires for ages between 30-50: 1,846 % of new hires for ages between 30-50: 52% Total number of new hires over the age of 50: 41 % of new hires over the age of 50: 1%</p> <p>Number of female hires (entire workforce): 1,299 % of female hires (entire workforce): 37% Number of male hires (entire workforce): 2,250 % of male hires (entire workforce): 63%</p> <p>Established markets number of hires: 1,117 % of new hires: established markets: 31% Developing markets number of hires: 608 % of new hires: developing markets: 17% Emerging markets number of hires: 1,824 % of new hires: emerging markets: 51%</p> <p>Total turnover rate: 11.4% (2,945 permanent leavers out of total 25,928) Turnover under the age of 30: 20.8% (913 leavers out of 4,383) Turnover for ages between 30-50: 10.2% (1,782 leavers out of 17,472) Turnover over the age of 50: 6.1% (250 leavers out of 4,073) Male employees' turnover: 10.5% (1,940 male leavers out of total 18,418) Female employees' turnover: 13.4% (1,005 female leavers out of total 7,510)</p> <p>Established markets total turnover: 9.6% (583 leavers out of total 6,092)</p>

			<p>Developing markets total turnover: 11.2% (456 leavers out of total 4,058)</p> <p>Emerging markets total turnover: 12.1% (1,906 leavers out of total 15,778)</p>
	<p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	-	<p>In all Established, Developing and Emerging markets, basic benefits may be provided to both full-time and temporary employees, in particular in relation to labour rights and safety.</p> <p>Stock ownership plans, where these are offered, they do not apply to temporary employees due to the vesting periods (one year or more).</p>
			<p>Omission: Benefit packages are provided according to in-country guidelines and are available per country. We do not disclose this information for a single statement currently due to confidentiality.</p>
			<p>Total return to work rate: 58.1%</p> <p>Female employees return to work rate: 47.0%</p> <p>Male employees return to work rate: 92.4%</p>
			<p>Total retention rate: 82.7%</p> <p>Female employees retention rate: 75.7%</p> <p>Male employees retention rate: 95.7%</p>
			<p>Total number of employees that were entitled to parental leave: 16,465</p> <p>Total number of female employees that were entitled to parental leave: 5,474</p> <p>Total number of male employees that were entitled to parental leave: 10,991</p>
	<p>401-3 Parental leave</p>	-	<p>Total number of employees that took parental leave: 892</p> <p>Total number of female employees that took parental leave: 719</p> <p>Total number of male employees that took parental leave: 173</p>
			<p>Total number of employees who returned to work after parental leave ended: 557</p> <p>Total number of female employees who returned to work after parental leave ended: 339</p> <p>Total number of male employees who returned to work after parental leave ended: 218</p>
			<p>Total number of employees retained 12 months after returning to work following a period of parental leave: 559</p> <p>Total number of female employees retained 12 months after returning to work following a period of parental leave: 334</p> <p>Total number of male employees retained 12 months after returning to work following a period of parental leave: 225</p>
Labor/management relations			
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>16-18</p> <p>38-42</p> <p>61-62, 70-71</p>	<p>“Stakeholder engagement”, as well as the “Cultivate the potential of our people” and “Materiality” sections of the 2022 IAR, as well as the relevant disclosures below.</p> <p>Precautionary Principle or approach: in “Viability statement” and “Managing risk and resilience” section of our 2022 IAR.</p>
<p>GRI 402: Labor/</p>	<p>402-1 Minimum notice periods regarding</p>	-	<p>On average, the minimum notice period is 5.3 weeks for employees and 5.4 weeks for employee representatives, with variations between countries. In 2022, we held 266 consultations with unions,</p>

Management Relations 2016	operational changes	including meetings on organisational changes. When collective bargaining agreements are available, the notice period and provisions for consultation and negotiation are specified in these agreements.	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	38-42 59-60	<p>“Cultivate the potential of our people” and “Materiality assessment” sections of the 2022 IAR, as well as the relevant disclosures below.</p> <p>Principal risk “Health and safety of our people” (page 68) of the 2022 IAR.</p> <p>Please see also our Occupational Health and Safety Policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/occupational-health-safety-policy</p>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	<p>Refer to Health and Safety section of our website: https://www.coca-colahellenic.com/en/a-more-sustainable-future/mission-2025/our-people-and-communities</p> <p>We have implemented occupational health and safety (OHS) management system based on both national standards in the country where we operate and based on The Coca-Cola Company KORE requirements, which are in many cases stricter than the local regulation/requirements.</p> <p>Our operations are certified in ISO 45001 certification (98% of manufacturing plants and 99.7% of produced volume) and 98% of all our direct operations are covered by the internal Health and Safety audit process to assure full compliance with the local health and safety standards and our internal requirements.</p> <p>All (100%) of our Business Units (BUs) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centres and warehouses, the contractors working in our premises, third party contractors.</p>
	403-2 Hazard identification, risk assessment, and incident investigation	68	<p>CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section</p> <p>Refer to the “Principal risks” section in the 2022 IAR, specifically risk “Health and safety of our people”.</p> <p>All Business units are regularly conducting risk and hazards identification with respective corrective actions defined. Risk hazard assessment is in line with legal requirements and following the internal H&S management system processes.</p> <p>All incidents are reported, investigated, lessons learnt are shared, and corrective actions are assigned and followed.</p> <p>Moreover, we report Near Miss and severe Near Miss - leading indicators where all potential incidents, risky behaviour and at-risk behavioural observations are reported and addressed.</p> <p>We, as an employer, encourage our employees to report proactively all Near Misses and it is part of the Behavioral Based Safety (BBS) programme. BBS reports for at risk behaviour are fully anonymous.</p>
	403-3 Occupational health services	-	<p>CCHBC Occupational Health & Safety Policy CCHBC Website - Our people and community section</p> <p>In every country and operational site, we have a responsible Health and Safety person. Besides, in every market where we operate, we have a contract with Occupational Medical Service (Company Medical Doctor).</p> <p>At Corporate level, we have Head of Health and Safety and Health and Safety Continuous Improvement Manager.</p>
	403-4 Worker participation, consultation, and communication on occupational health and	-	<p>In 9 countries, health and safety topics are part of trade union agreements, covering a total of 9,147 employees (36% employees are covered by formal H&S agreements with trade unions).</p> <p>Formal Health and Safety committees operate at country or plant level; some countries have also regional or departmental committees established on top.</p>
			Omission: description of the responsibilities, meeting frequency, and decision-making authority of the formal joint management–worker committees as it is very specific per

safety	<p>For 95% of our employees, work is controlled by the organisation, and they are represented by formal joint management-worker health and safety committees.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regular trainings are performed to the employees (e.g., via specific Toolbox Talks).</p> <p>Regular Toolbox Talks are established across all our plants and on top of it, in 2022 we have conducted 44,745 safety observations via our Behavioural Based Safety (BBS) program across all our locations.</p> <p>Our employees are involved in the initial state and re-evaluation of any risk assessment and in incidents occurring in our sites. Information is communicated via lessons learnt, specific Toolbox Talks, communication campaigns and specific trainings.</p>	country (legal requirements are different). Information is not published.
403-5 Worker training on occupational health and safety	-	<p>As part of our internal health and safety management system, all employees are receiving mandatory safety training. No employee can start working for CCHBC without the mandatory safety training. Health and Safety trainings are developed also as Group e-learning programmes, available on our share point. For specific groups of people who perform high-risk jobs, we provide regular specific trainings.</p> <p>Our fleet safety training programmes aim to improve safety for all drivers within the Group: it is a blend from theoretical and on-the-road training elements, adjusted for different groups, reflecting their relative risk classification.</p>
403-6 Promotion of worker health	40-41	<p><u>CCHBC Website - Our people and community section</u> (“Supporting our employees section”)</p> <p>Refer to the 2022 IAR, section “Cultivate the potential of our people”, paragraph “Health, safety and wellbeing”.</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40-41	<p>“Cultivate the potential of our people” section, paragraph “Health, safety and wellbeing” of the 2022 IAR.</p> <p>We are committed to providing our employees with a safe and healthy work environment that safeguards their mental and physical wellbeing. To support this objective, we have a strong health and safety programme in place to drive a harmonised approach to mitigating safety risks and create a culture of continuous improvement.</p> <p>We have established several Healthy working environment initiatives focusing on: Ergonomic workplace, Illumination, Noise, Indoor Air quality and Humidity. For each of these, specific design requirements are described in our Engineering Specifications; regularly trainings are performed to the employees (e.g., via specific Toolbox Talks). On top of it, Noise and Indoor air control are regulated by The Coca-Cola Company (TCCC) as a mandatory requirement for bottlers like CCHBC. We also expanded our quarterly assessment of compliance with The Coca-Cola Company’s Life-Saving Rules from manufacturing to include non-manufacturing locations, achieving a final assessment score in the fourth quarter of 2022 of 81.2%</p> <p>Compliance to requirements is controlled by ISO and TCCC regular audits - in 2022, we had 53 ISO 45001 audits and 7 TCCC compliance audits conducted across our locations.</p>
403-8 Workers covered by an occupational health and safety management system	-	<p>All our operations (100%) are covered by the internal health & safety management system, including manufacturing plants, offices, sales offices, our own distribution centre and warehouses, the contractors working in our premises, third party contractors.</p> <p>All contractors working in our territories are covered by the internal Health and Safety management system and they are part of the internal audits and by the external ISO 45001 certifications. For contractors, same reporting tools and processes apply as for CCHBC employees.</p> <p>We are not reporting number of contractors, only their working hours.</p>
403-9 Work-related injuries	-	<p>Any work-related incident, involving injury or illness, where a healthcare professional or we as a business recommend one or more days away from work, is reportable to us.</p> <p>Workers involved in occupational activities who have a high incidence or high risk of specific</p>

diseases: 2,827 FTE employees operate in Nigeria, where the risk of exposure to communicable diseases (such as malaria, HIV etc.) is generally higher than the average for our Group employees. There is a higher exposure risk for 22 CCHBC employees who work at our wastewater treatment facilities, where in addition to wastewater from production, communal wastewater is also treated.

We report Lost Time Accidents (LTA) with following definition:

Absolute number of workplace accidents resulting in absence from work for more or equal to 1 day absence (≥ 1 Day LTA's)

- Not including the day when the accident occurred.
- Accidents occurring during business travel between sites or to/from external meetings are included.

Lost Time accident rate (LTAR) is calculated as total workplace accidents > 1 day per average FTE. It is calculated as: The number of total accidents resulting in more than 1 day absence for a 12-month period per 100 FTE employees.

In 2022, the number of lost-time accidents for our employees was 90, a 32.4% deterioration over 2021 and Lost-time accident rate (LTAR) was reported 0.34 vs 0.25 achieved in 2021 (36% deterioration).

The main types of injures were the following: Fractures (27%), Bruise / Contusion (22%); Sprain (10%), Strain (8%), Cuts (7%) and others (26% together).

We reported 2 severe injuries (compared to 3 recorded in 2021), with the rate per 100 FTE calculated 0.007.

Total Incidents rate (TIR) - shows the number of work-related Medical Treatment Cases (MTC) per 100 FTE. Classification is based on the treatment required in the opinion of the medical professional of record, regardless of who provides it or even if it is actually provided.

In 2022 the total incident rate of our employees was reported 0.40, a 33.3% deterioration over 0.30 achieved in 2021.

The number of employees' worked hours in 2022 was 53,700,391.

Average sickness days per FTE decreased to 5.59 (compared to 5.66 reported in 2021).

We are very sorry to report one fatality of our employee in 2022 coming from road accident, and unfortunately there are five contractors' fatalities reported mainly as a result of road traffic accidents, too.

There were reported 69 LTAs of contractors, who worked 35,893,370 working hours in 2022, out of which 3 were reported as severe, with the rate per million hours worked 0.08.

The contractor lost-time incidents frequency rate (LTIFR) was reported 1.92, compared to 1.45 achieved in 2021.

The main types of contractors' injuries were the following: Bruise / Contusion (30%); Fracture (14%), Cuts (9%), Dislocation (9%) and others (38% together)

The main causes of severe injuries: hitting by moving vehicle, road accident and contact with machinery – the proper root cause analysis have been conducted, actions addressed via specific Toolbox Talks developed and extra training provided to respective drivers. Also, Lessons learned were shared across all CCHBC countries.

In 2022 we continued to deploy BBS programme from supply chain to commercial function and offices. We continued with The Coca-Cola Company's Life Saving Rules (LSR) programme, where all our plants and non-manufacturing facilities conducted compliance self-assessment with the action plan developed for each site. Also, dedicated x-country LSR verifications were conducted in 6 of our plants, as well as three strong H&S campaigns were executed to address the Safety awareness of our employees and contractors.

The KPIs - rates have been calculated for employees based on 200,000 worked hours and for contractors, rates were calculated per million worked hours.

The reporting and data collection are standardised across the entire company. We have a dedicated

		<p>H&S Whitebook with all necessary definitions published and countries follow this standardized approach. Countries are submitting data to a dedicated reporting database, and these are then consolidated on a Group level.</p> <p>Data by segment:</p> <p>Lost-time accident rate (LTAR):</p> <p>Established markets: 0.69; Developing markets: 0.46; Emerging markets: 0.21; Employees in the Corporate Service Centre (CSC) are reported separately and their LTAR is 0.</p> <p>Sickness absence rate: Established markets: 2.47; Developing markets: 3.33; Emerging markets: 1.98</p> <p>Average sickness days per FTE: Established markets: 6.18; Developing markets: 8.37; Emerging markets: 4.97</p> <p>Fatalities (Employees and Contractors):</p> <p>Established markets: 2; Developing markets: 0; Emerging markets: 4</p> <p>Contractors' LTIFR (Lost time incident frequency rate)</p> <p>Established markets: 12.02; Developing markets: 2.30; Emerging markets: 1.14</p> <p>Data by gender:</p> <p>Lost-time accident rate Employees: Male: 0.37; Female: 0.31</p> <p>Average sickness days per FTE: Male: 5.50; Female: 6.58</p> <p>Fatalities (Employees and Contractors): Male: 6; Female: 0</p> <p>Contractors' LTIFR (Lost time incident frequency rate): Male: 1.78; Female: 3.09</p> <p>We currently do not report contractor average sickness days.</p>
	<p>403-10 Work-related ill health</p>	<p>-</p> <p>In 2022, we had zero occupational ill health incidents reported for employees and contractors. The main hazards that pose a risk of ill health have been determined throughout the risk assessment and those are: Noise exposure in production area and Ergonomics. For all noisy areas identified it is mandatory to wear appropriate hearing protection (PPE) and for both risks identified, we have created dedicated H&S training materials provided to all employees as well as regular communication is delivered throughout specific Toolbox Talks.</p> <p>Measurements in place: all employees working in high-risk areas have annual medical checks with audiometric checks and musculoskeletal system and spine included. The results from annual medical checks are obtained and recorded in respective business units.</p>
<p>Training and education</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>38-42 59-60 "Cultivate the potential of our people" and "Materiality assessment" sections of the 2022 IAR, as well as the relevant disclosures below.</p>
<p>GRI 404: Training and Education 2016</p>	<p>404-1 Average hours of training per year per employee</p>	<p>-</p> <p>Average training hours per FTE: 34.3</p> <p>Female average training hours per FTE: 30.5</p> <p>Male average training hours per FTE: 35.8</p> <p>Total training hours: 919,319*</p> <p>Due to continued focus on more digital trainings than face to face, enabling for a wider reach, the number of the training programmes each learner completed increased by over 2.5pp from 11.4 in 2020 to 13.81 in 2021, to 14.13 in 2022 (Programmes can be any learning activity such as a video,</p>

			<p>an article, an online course, a webinar or a classroom). Training hours/FTE for Others W/F segment: 28.7 Training hours/FTE for Front Line Leaders (FLL) W/F segment: 48.4 Training hours/FTE for Change Leaders (CL) W/F segment: 36.2 Training hours/FTE for Top 300 Leaders W/F segment: 22.6 Training hours/FTE for Top 40 Leaders W/F segment: 7.2 Average training cost per 1 FTE: €278.91 Total training cost: €7.5 million. (*) All figures excluding Egypt. With Egypt, out total training hours are 963,204.</p>
	<p>404-2 Programs for upgrading employee skills and transition assistance programs</p>	38-42	<p>We provide learning and development opportunities for all our employees reflecting a key pillar of our people strategy which is democratised learning. In 2022, our learning programmes covering leadership, functional training and general business training included 477,891 participations, across all management layers. 80% of this learning was purely digital and 20% took place in physical or virtual classrooms. “Cultivate the potential of our people” section of the 2021 IAR.</p> <p>In the overwhelming majority of redundancy cases, severance packages significantly exceeded legal minimum payments. Other measures taken to lessen the impact on affected employees included provision of redeployment opportunities, outplacement services and additional support to find other job opportunities outside the company such as organizing job fairs with other local employers.</p>
	<p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	-	<p>18,537 employees participated in our annual people review (Talent Review), which is 69% out of total number of employees. 18,526 employees received performance and career feedback as part of our Quarterly Snapshots in 2022.</p> <p>% of employees who have performance review (total): 68.7% % of employees who have performance review (male): 61.9% % of employees who have performance review (female): 85.1%</p> <p>By workforce segment as % of total employees for certain segment: % of employees who have performance review (Others Workforce Segment): 61.7% % of employees who have performance review (Front Line Leaders - FLL Workforce Segment): 98.0% % of employees who have performance review (Change Leaders - CL Workforce Segment): 99.5% % of employees who have performance review (Top 300 Workforce Segment): 100.0% % of employees who have performance review (Top 40 Workforce Segment): 97.9%.</p>
Diversity and equal opportunity			
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	38-42 59-60	<p>“Cultivate the potential of our people” and “Materiality assessment” sections of the 2022 IAR. Refer to Inclusion and Diversity and Anti- Harassment policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/inclusion-and-diversity-policy</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	-	<p>23.1% of Executive Leadership Team (ELT) members and group function heads were female employees in 2022. 31% of ELT members are between the age of 30 and 50. 69% are over the age 50.</p> <p>Women accounted for 29.4% of our workforce and 39.6% of management and 39.5% of Senior</p>

Leaders – based on head count.

Under the age of 30: 39.6% of female employees vs. total number of employees in this age

Between the ages of 30-50: 28.2% of female employees vs. total number of employees in this age

Over the age of 50: 20.9% of female employees vs. total number of employees in this age.

Under the age of 30: 18.2% of employees vs. total number of employees

Between the ages of 30-50: 66.5% of employees vs. total number of employees

Over the age of 50: 15.3% of employees vs. total number of employees

Total employees with disabilities vs total: 0.8%

Female employees with disabilities as % of total employees with disabilities 35.6%

Male employees with disabilities as % of total employees with disabilities 64.4%

Total number of nationalities: 79 vs 73 in 2021

% of female Plant employees vs total Plant employees: 19.51%

% of male Plant employees vs total Plant employees: 80.49%

% of female Admin employees vs total Admin employees: 63.52%

% of male Admin employees vs total Admin employees: 36.48%

% of female Transportation employees vs total Transportation employees 18.51%; % of male Transportation employees: 81.49%

% of female Sales employees vs total Sales employees: 26.64%

% of male Sales employees vs total Sales employees: 73.36%

% of female Plant employees with disabilities vs total Plant employees with disabilities: 26.51%

% of female Plant employees with disabilities vs total Plant employees: 0.23%

% of male Plant employees with disabilities vs total Plant employees with disabilities: 73.49%

% of female Admin employees with disabilities vs total Admin employees with disabilities: 63.13%;

% of female Admin employees with disabilities vs total Admin employees: 0.81%; % of male Admin employees with disabilities vs total Admin employees with disabilities: 36.87%

% of female Transportation employees with disabilities vs total Transportation employees with disabilities: 28.57%

% of female Transportation employees with disabilities vs total Transportation employees: 0.10%

% of male Transportation employees with disabilities vs total Transportation employees with disabilities: 71.43%

% of female Sales employees with disabilities vs total Sales employees with disabilities: 26.49%; %

of female Sales employees with disabilities vs total Sales employees: 0.18%; % of male Sales employees with disabilities vs total Sales employees with disabilities: 73.51%

% of plant employees with disabilities in relation to total amount of plant employees: 0.86%; % of Admin employees with disabilities in relation to total amount of admin employees: 1.29%; % of Sales employees with disabilities in relation to total amount of Sales employees: 0.67%; % of Transportation employees with disabilities in relation to total amount of Transportation employees 0.35%

% of Plant employees under the age of 30 vs total Plant employees in this age: 13.82%

% of Admin employees under the age of 30 vs total Admin employees in this age: 21.57%
 % of Transportation employees under the age of 30 vs total Transportation employees in this age: 12.07%
 % of Sales employees under the age of 30 vs total Sales employees in this age: 21.83%

% of Plant employees between the ages of 30-50 vs total Plant employees in this age: 62.33%
 % of Admin employees between the ages of 30-50 vs total Admin employees in this age: 67.04%
 % of Transportation employees between the ages of 30-50 vs total Transportation employees in this age: 68.74%
 % of Sales employees between the ages of 30-50 vs total Sales employees in this age: 69.61%

% of Plant over the age of 50 vs total Plant employees in this age: 23.84%
 % of Admin employees over the age of 50 vs total Admin employees in this age: 11.39%
 % of Transportation employees over the age of 50 vs total Transportation employees in this age: 19.19%
 % of Sales employees over the age of 50 vs total Sales employees in this age: 8.56%

Plant number of nationalities: 58
 Admin number of nationalities: 52
 Transportation number of nationalities: 39
 Sales number of nationalities: 53

Basic salary ratio women/men: total, by market segment and workforce segment:
 TOTAL (women/men): 1.13
 Management level:0.97
 Front Line Leaders (FLL):1.12
 Non-management level:1.06
 Management trainees: 0.84

Basic salary ratio women/men for Top 300 segment (total): 0.90
 Remuneration women/men for Top 300 segment (total): 0.81

405-2 Ratio of basic salary and remuneration of women to men

-

Established markets:
 Top 300: 0.86
 Management level: 0.93
 Front Line Leaders (FLL): 0.95
 Non-management level:1.03
 Management trainees: 1.40

Developing markets:
 Top 300: 0.98
 Management level: 0.95
 Front Line Leaders (FLL): 1.16
 Non-management level:1.12
 Management trainees: 0.98

			<p>Emerging markets:</p> <p>Top 300: 0.99</p> <p>Management level: 11.01</p> <p>Front Line Leaders (FLL): 1.15</p> <p>Non-management level:1.19</p> <p>Management trainees: 1.40</p> <p>Remuneration (total pay: basic salary + other cash incentives) ratio women/men: total, by market segment and workforce segment:</p> <p>TOTAL (women/men):1.09</p> <p>Management level: 0.95</p> <p>Front Line Leaders (FLL): 1.13</p> <p>Non-management level: 1.03</p> <p>Management trainees: 0.87</p> <p>Established:</p> <p>Top 300: 0.90</p> <p>Management level: 0.90</p> <p>Front Line Leaders (FLL): 0.98</p> <p>Non-management level:1.05</p> <p>Management trainees: 1.32</p> <p>Developing:</p> <p>Top 300: 1.18</p> <p>Management level: 0.95</p> <p>Front Line Leaders (FLL): 1.17</p> <p>Non-management level:1.04</p> <p>Management trainees: 0.97</p> <p>Emerging:</p> <p>Top 300: 0.91</p> <p>Management level: 1.01</p> <p>Front Line Leaders (FLL): 1.12</p> <p>Non-management level: 1.08</p> <p>Management trainees: 1.40</p>
--	--	--	--

Non-discrimination

GRI 3: Material Topics 2021	3-3 Management of material topics	38-42 59-60	“Cultivate the potential of our people” and “Materiality assessment” sections of the 2022 IAR.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	<p>We received 4 cases of alleged discrimination: 2 of the matters were investigated in accordance with Company policies and procedures and were found to be substantiated. The Company took immediate action and the matters have been resolved; the other 2 of the matters were investigated in accordance with Company policies and procedures and were found to be unsubstantiated. The matters have been resolved and no further action is required.</p> <p>Initiatives to promote an inclusive workplace with appropriate leadership behaviours include inclusive leadership modules available in several of our local languages.</p>

Freedom of association and collective bargaining

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>38-42, 70-71</p>	<p>Refer to the “Cultivate the potential of our people” and “Managing risk and materiality” sections of the 2022 IAR.</p>
<p>GRI 407: Freedom of Association and Collective Bargaining 2016</p>	<p>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>-</p>	<p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of the pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Excluding Egypt where data are still not available, we registered around 3,010 new suppliers in 2022. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to CCHBC SGPs. New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the SGPs are part of all issued tenders and contract templates sent to suppliers. We aspire Strategic suppliers upon award to also join EcoVadis or other reputable 3rd party assessment body/platform for Sustainability. Ingredients suppliers: they need to sign off acceptance to the Principles for Sustainable Agriculture (PSA) which is an extended version of the SGPs.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/principles-for-sustainable-agriculture</p> <p>We maintain transparency throughout our supply base through The Coca-Cola Company' Supplier Guiding Principles compliance audits and our membership of EcoVadis.</p> <p>Number of Critical Strategic Suppliers assessed for Social impacts:</p> <ol style="list-style-type: none"> 1) 59 under 3rd party physical Supplier Guiding Principles audit 2) 1,417 under EcoVadis: up to 2022 through EcoVadis CSR Assessment platform, we assessed in total 1,417 of our critical suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. <p>TOTAL = 1,476 Suppliers (+206 compared to 2021).</p> <p>Number of Suppliers identified to have potentially significant freedom of association & collective bargaining risk (included as part of the Social elements risks):</p> <ol style="list-style-type: none"> 1) 1 supplier identified in 2022 through 3rd party audit. Supplier is located in Nigeria. Industry is chemicals. The audit identified that according to “Freedom of Association Article 40” of the Nigerian constitution, people are free and entitled to associate with the others and despite of the fact that Union dues are deducted from all employees, some workers are not aware of the “Nigeria Union of Agriculture and Allied Employees” and the right to join. The action proposed has been for management to create adequate awareness and encourage workers to form their local chapter of their Union. Supplier will be audited in 2023 on the above action plan. 2) 57 identified by EcoVadis: these suppliers scored <24 in the assessment for Labor and Human rights. Types of findings which include both Freedom of Association and other Social elements such as: Health & Safety incidents, Wages & Benefits corrections needed, Workhours and extended overtime, labor contracts, freedom of association, Lack of supporting documentation against declared practices, polices etc.

			(Suppliers' locations: Nigeria, Russia, Ukraine, Belarus, Kosovo)
			TOTAL = 58 Suppliers (3.9% of total supplier base screened using social criteria)
			Number of suppliers identified to have potentially significant freedom of association and collective bargaining risk (included as part of the Social elements risks) with whom CCHBC agreed Corrective actions plans:
			1) 58 Suppliers or 100% of Suppliers identified have corrective action plans in place
			2) 0% of suppliers identified as having potentially negative environmental impacts were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting positive improvement and supplier engagement.
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	32-35 38-42 59-62	<p>"Fuel growth through competitiveness and investment", "Cultivate the potential of our people", and "Managing risk and materiality" sections of the 2022 IAR.</p> <p>Refer to the Human Rights Policy and its guideline on our website: Human Rights Policy</p> <p>Human Rights Policy - Managers Guide</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	<p>No supplier identified in 2022.</p> <p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Please see 407-1 for more details on the Social assessment we do for our supplier through the EcoVadis platform.</p>
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	32-42 59-62	<p>"Fuel growth through competitiveness and investment", "Cultivate the potential of our people", and "Managing risk and materiality" sections of the 2022 IAR.</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy</p> <p>https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles</p>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	<p>No supplier identified in 2022.</p> <p>100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits.</p> <p>In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability.</p> <p>Please see 407-1 for more details on the Social assessment we do for our supplier through the EcoVadis platform.</p> <p>Own operations: Based on internal human rights due diligence process we have identified 2 sites in Nigeria as high risk. Measures taken to mitigate the risk: enhanced control over the 3rd party recruiting company (labour agency), with specific legal clauses; besides, follow-up audit by an independent external organisation is scheduled in Q2 2023.</p>

Security practices

GRI 3: Material Topics 2021	3-3 Management of material topics	38-42 59-62	Refer to the “Cultivate the potential of our people” and “Managing risk and materiality” sections of the 2022 IAR, as well as the relevant GRI Disclosures https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/human-rights-policy
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	The Code of Business Conduct emphasises that compliance is our way of doing business with integrity. All new employees, including national security leaders and managers, receive Code of Business Conduct and anti-corruption training, which is refreshed every two years. Most on-site security personnel are employees of contracted partners, who also have to abide by CCHBC’s Supplier Guiding Principles and all other applicable Company policies as per their contract and receive relevant information as part of their induction

Rights of indigenous peoples

GRI 3: Material Topics 2021	3-3 Management of material topics	-	Our conclusion is that this is not material to our business. We do, however, consider Community and Traditional Rights in our Principle for Sustainable Agriculture
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	None.

Local communities

GRI 3: Material Topics 2021	3-3 Management of material topics	14-15, 45-53 59-60	Refer to the “Our business model”, “Earn our licence to operate” and “Materiality assessment” sections of the 2022 IAR.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	45-53	All our operations (100%) implement community engagement and developmental programmes. We have 3 long-term priority community initiatives (water stewardship, #YouthEmpowered, World Without Waste), we invest in many locally relevant community initiatives and also donate as part of disaster relief efforts. In the period 2018-2022 all of our markets performed socio-economic impact studies and shared them with the local stakeholders. Community engagement initiatives are mandatory part of our sustainability strategy and 100% of our operations implement this. As part of our Mission 2025 sustainability commitments, we provide opportunities for the local NGOs and community participants to take part in our management programmes. In 2022, 9% of all participants in the internal management programmes were members of the local communities. Refer to section “Earn our licence to operate” from the 2022 IAR. To understand our environmental impact, we used the methodology of the Natural Capital Protocol, and evaluated our entire value chain, specifically focusing on 12 environmental externalities: https://www.coca-colahellenic.com/en/a-more-sustainable-future/our-approach/materiality
	413-2 Operations with significant actual and potential negative impacts on local communities	-	No significant negative impact on local communities. When we have any restructuring initiatives that can have an impact on local communities (e.g., involving closing or consolidation of facilities), we have taken actions to minimise the impact, for example by providing those people affected with other employment opportunities within the organisation, relocation support, or voluntary exit packages and professional support to facilitate employment elsewhere. Besides, we have internal Due Diligence procedure for any investment/divestment, mergers and/or acquisitions, where all social and environmental aspects and impacts are considered, evaluated and corrective actions are taken prior to any investment/divestment, mergers and/or acquisitions.

Each of our local operations and BUs have specific community engagement process and programmes. We don’t disclose separately per country.

Supplier social assessment

GRI 3: Material Topics 2021	3-3 Management of material topics	32-35 59-60	Refer to the “Fuel growth through competitiveness and investment” and “Materiality assessment” sections of the 2022 IAR. Reference to our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		100% of Strategic Critical Suppliers in Raw and Primary Packaging are assessed against multiple criteria including Social aspect before commencing business with CCHBC as part of pre-qualification Coca-Cola System audits. In all our Strategic Tenders across Indirect spending categories we have assigned 5% of overall evaluation criteria to Sustainability. Excluding Egypt where data are still not available, we registered around 3,010 new suppliers in 2022. As of 2015, all new suppliers acknowledge acceptance to comply with our Supplier Guiding Principles (SGPs). Suppliers contractually confirm adherence to CCHBC SGPs. Reference to our corporate website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/supplier-guiding-principles New vendors cannot be created in our SAP system unless they sign off the SGPs acceptance. Moreover, the SGPs are part of all issued tenders and contract templates sent to suppliers. We aspire Strategic suppliers upon award to also join EcoVadis or other reputable 3rd party body/platform for Sustainability ESG Assessment.
	414-2 Negative social impacts in the supply chain and actions taken	-	We maintain transparency throughout our supply base through The Coca-Cola Company’ Supplier Guiding Principles compliance audits and our membership of EcoVadis. Number of Critical Strategic Suppliers assessed for Social impacts: <ul style="list-style-type: none"> • 59 under 3rd party physical Supplier Guiding Principles audit • 1,417 under EcoVadis: up to 2021 through EcoVadis CSR Assessment platform, we assessed in total 1,417 of our critical suppliers. The assessment is based on 21 criteria grouped in 4 themes – Environment, Social, Ethics, Suppliers/Supply Chain. Suppliers in scope obtain a score for each theme and overall score out of 100. Targeted score for low risk is ≥ 45. TOTAL = 1,476 Suppliers (+206 compared to 2021)
			Number of Suppliers identified to have potentially significant Social impact: <ol style="list-style-type: none"> 1) 13 identified by 3rd party audit: these suppliers have received Orange or Red audit scores and have received corrective actions. (Suppliers’ locations: Nigeria, Italy, Poland) Examples of findings: <ul style="list-style-type: none"> • Violations in the discrimination Act 42 of the Nigeria constitution; • Lack of employment contracts for people working as expatriates; • Violations of the Nigeria Labor Act 2004 in contract provision for workers; • Lack of coverage with appropriate employment contracts for people characterised as casual workers; • Randomly sampled outsourced workers were not issued employment contracts. 2) 57 identified by EcoVadis: these suppliers scored <24 in the assessment for Social risks. Types of findings which include both Freedom of Association and other Social elements such as: health and safety incidents, wages and benefits corrections needed, workhours and extended overtime, labor contracts, freedom of association, Lack of supporting documentation against

			<p>declared practices, polices etc. (Suppliers' locations: Nigeria, Russia, Ukraine, Belarus, Kosovo)</p> <p>TOTAL = 70 Suppliers (4.7% of total supplier base screened using Labour & Human Rights criteria)</p> <p>Number of suppliers identified to have Labour and Human Rights Impact with whom CCHBC agreed Corrective actions plans:</p> <ul style="list-style-type: none"> • 70 Suppliers or 100% of Suppliers identified have corrective action plans in place. • 0% of suppliers identified as having negative Labour & Human Rights issues were terminated as a result of assessment, because they have corrective actions in progress, and we are detecting supplier engagement. <p>By Dec 31st, 2022, we have overall 1,417 suppliers assessed with EcoVadis. The average overall score for our suppliers is 48.4 (+ 1.1 ppt vs 2021) and it is above the average score of 44.9 of EcoVadis universe. In the area of Labour and Human Rights, our suppliers in scope reached 51 (+0.8 ppt vs 2021) vs. average of 47.7 for EcoVadis' panel.</p>
--	--	--	--

Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics	59-60	<p>"Materiality assessment" sections of the 2022 IAR. CCHBC Website Public Policy Engagement</p>
GRI 415: Public Policy 2016	415-1 Political contributions	-	In 2022, we did not engage in any financial and/or in-kind contribution to any political campaign.

Customer health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	24-27 32-35 28-31 59-60	<p>"Leveraging our unique 24/7 portfolio", "Fuel growth through competitiveness and investment", "Win the Marketplace" and "Materiality assessment" sections of the 2022 IAR.</p> <p>Refer to Quality and food safety policy on our website: https://www.coca-colahellenic.com/en/about-us/corporate-governance/policies/quality-food-safety-policy</p>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	<p>We have a process to continuously evaluate/assess product- and process-related food safety risks and assure consumers and customers food safety through relevant prerequisite programmes (e.g., HACCP, allergen management etc.). It is valid for 100% of our products and services.</p> <p>53 out of our 54* manufacturing bottling sites, representing 99.7% of production volume, are certified according to Food Safety System Certification 22000 scheme which is recognised under Global Food Safety Initiative framework. FSSC 22000 certification is based on:</p> <p>a) ISO 22000 Food Safety Management System (demonstrating ability to control food safety hazards in order to ensure food safety);</p> <p>b) ISO/TS 22002-1 Prerequisite Programmes on Food Safety (Part 1 Food Manufacturing – assist in controlling food safety hazards through Good Manufacturing Practice); and c) ISO/TS 22002-4 Prerequisite Programmes on Food Safety (Part 4 Food Packaging Manufacturing – assist in controlling food safety hazards in the manufacture of food packaging).</p> <p>(* There are 6 manufacturing sites acquired in 2022 and they are excluded from this number as they are not yet integrated. Two manufacturing sites produce snack and are excluded as well.</p>

	<p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	-	<p>Incidents of non-compliance with regulations resulting in a fine or penalty in 2022: one in Greece, for quality non-compliance - off taste of the product caused by primary packaging supplier issue, of the amount of €245k. We have a confirmation by an independent external laboratory that the issue doesn't impact consumer health; supplier will cover the cost related to the incident.</p> <p>Incidents of non-compliance with regulations resulting in a warning: zero.</p> <p>Incidents of non-compliance with voluntary codes: 4 resulted in product withdrawal (in Italy, Poland, Greece, and Romania).</p>
--	---	---	---

Marketing and labeling

<p>GRI 3: Material Topics</p>	<p>3-3 Management of material topics</p>	<p>24-31 59-60</p>	<p>“Leveraging our unique 24/7 portfolio”, “Win in the marketplace” and “Materiality assessment” sections of the 2022 IAR.</p>
--------------------------------------	---	------------------------	--

<p>GRI 417: Marketing and Labeling 2016</p>	<p>417-1 Requirements for product and service information and labeling</p>	-	<p>The printed packs and labels of products sold in 2022 had calorie information, and back-of-pack Guideline Daily Amounts (GDA) information in the EU. For all countries, we comply with local law requirements. All significant product categories (100%) are covered by and assessed for compliance with such procedures. We also include in the labels, signs for the safe disposal of our products. In addition, we introduced on a trial basis, to several of our markets new front-of-pack labelling, building on the current European-wide Reference Intake (R.I.) monochrome model. This means people see colours that reflect the nutrient content per 100ml of our drinks for sugars, salt, fat, and saturated fat through a simple 'traffic-light' colour scheme of red, amber, green. The approach we follow is identical to the scheme that we voluntarily support in Northern Ireland and the Republic of Ireland since 2014, and which we continue to evaluate more broadly across more markets.</p> <p>Sourcing of components of the product: we do not provide sourcing information for our ingredients; we follow strictly the local regulations for labeling in every country where we operate.</p>
	<p>417-2 Incidents of non-compliance concerning product and service information and labeling</p>	-	<p>3 incidents (one case in Slovenia regarding one product of The Coca-Cola Company (water) produced in CCHBC plant in Hungary, one case in Italy, and one case in Poland – front panel and back label panel not matching flavours). Those three incidents were with 0 fines.</p>
	<p>417-3 Incidents of non-compliance concerning marketing communications</p>	-	<p>At Coca-Cola HBC, we adhere to The Coca-Cola Company's Global Responsible Marketing Policy, that includes its Global School Beverage Policy, as well as its Global Responsible Alcohol Marketing Policy. Further, we are committed to implement UNESDA's responsible marketing and school sales pledges. We are always striving to achieve full compliance towards our voluntary commitments. Moreover, we have a Responsible Marketing Policy for Alcoholic Beverages.</p> <p>In 2022, we recorded 5 isolated incidents of partial compliance with the Global School Beverage Policy with mitigation plans in place across our territories. The actions refer to either de-branding or placement of coolers/vending machines and to shift to low/no calorie products.</p> <p>Coca-Cola HBC is responsible for Customer marketing and execution at the point of sale, while The Coca-Cola Company is responsible for all Consumer Marketing.</p> <p>Note: all of above excluding Russia.</p> <p>UNESDA: Union of European Soft Drinks Associations.</p>

Customer privacy

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	-	<p>At Coca-Cola HBC, we consider the protection of our customers privacy as paramount to secure their trust and brand preference. Our business model engages customers, consumers, employees, applicants, and other 3rd parties through digital platforms 24/7. To secure our customers trust and manage any Data Privacy risk we maintain an agile and comprehensive Data Protection Program under the leadership of the Group Data Protection Officer and the Head of Legal Compliance. The program establishes a compliance framework with roles and responsibilities assigned between Data</p>
---	---	---	--

		<p>Privacy teams, Legal teams, and Business functions while the progress and monitoring of regulatory compliance is reported to our senior executives participating in the Data Privacy and Risk Committees. The Compliance Framework applies to all our markets ensuring full coverage of EU GDPR and local regulations. For quality assurance our program compliance KPI's are also audited by both internal and external audit organizations on an annual base.</p> <p>We hold regular mandatory trainings to our employees on Data Protection. To continue raising awareness among our personnel on our Data Protection Compliance Program, in 2022 we rolled-out across our Business Units practical guidance on key processes.</p> <p>Customers , Consumers , Employees , Applicants, and 3rd parties at any time may be informed on our Data Privacy policies through Coca-Cola HBC Data Privacy Notice and easily connect with our extended Data Privacy Teams across all markets.</p>
<p>GRI 418: Customer Privacy 2016</p>	<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>Coca-Cola HBC maintains an established process for privacy breach management that outline responsibilities for monitoring, classifying, managing, and reporting privacy incidents. The breach process is regularly reviewed through the organization Incident Management and Crisis Resolution (IMCR) test process.</p> <p>In 2022 there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.</p>

Environmental Data Table (Coca-Cola HBC*)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)	Total amount 2020	Relative amount 2020 (defined in each relevant indicator)
Production							
Total beverage production (million litres)		13,565		14,046		12,094	
Materials							
Materials used	301-1	Tonne	g/lpb	Tonne	g/lpb	Tonne	g/lpb
Sugar and fructose syrup		926,287	68.3	994,580	70.8	837,159	69.2
Concentrate		75,203	5.5	68,246	4.9	62,450	5.2
Juice Concentrate		112,950	8.3	122,023	8.7	114,685	9.5
Carbon dioxide		126,989	9.4	133,661	9.5	115,619	9.6
Nitrogen		15,504	1.1	14,757	1.1	12,083	1.0
PET (bottles)		314,139	23.2	264,253	18.8	259,334	21.4
Plant-Pet		0	0.0	0	0.0	191	0.0
Plastic (closures)		26,010	1.9	28,284	2.0	27,027	2.2
Metal (crowns)		5,930	0.4	5,908	0.4	4,413	0.4
PE (labels and stretch/shrink film)		46,225	3.4	47,224	3.4	41,027	3.4
Glass (bottles)		205,194	15.1	163,562	11.6	175,904	14.5
Aluminium (cans)		56,171	4.1	49,388	3.5	43,752	3.6
Paper (labels)		1,206	0.1	1,141	0.1	910	0.1
Composite carton (tetra pack, bricks)		15,847	1.2	27,024	1.9	21,522	1.8
Cardboard		50,474	3.7	50,920	3.6	54,765	4.5
Wood (pallets)		65,703	4.8	101,260	7.2	75,791	6.3
Total Renewable Materials	301-1	1,374,659	101.3	1,498,857	106.7	1,283,093	106.1
Total Non-Renewable Materials	301-1	669,173	49.3	573,376	40.8	563,349	46.6
Percentage of materials from recycled sources	301-2	10.5% rPET (placed on the market); 33% recycled glass; 49% recycled aluminium		10% rPET (placed on the market); 35% glass; 50 % aluminium		8.6% rPET+bPET; 34.5% glass; 50.6% aluminium	
Energy							
Energy consumption within the organisation (all energy used in manufacturing, own fleet and remote properties)	302-1	million MJ	MJ/lpb	million MJ	MJ/lpb	million MJ	MJ/lpb
Fuel consumption		2,030		2,324		2,274	
Light heating oil		121	0.01	118	0.01	197	0.02
Heavy heating oil		4	0.00	3	0.00	3	0.00
Natural gas		1,805	0.13	2,083	0.15	1,966	0.16
LPG		96	0.01	116	0.01	104	0.01
Bio LPG		4	0.00	4	0.00	3	0.00
Fuels for own fleet		887		1,079		1,061	
Fuels for own fleet - Renewable		0		0		0	
TTL Fuel from renewable sources within organisation		0		0		0	
Total energy from remote properties		232		334		295	
Electricity from renewable sources		29		56		17	
Electricity from non-renewable sources		34		42		73	
Thermal Energy Consumption		34		43		31	
Fuel Consumption		135		193		174	
Total electricity consumption		3,002		2,997		2,574	
Electricity from renewable sources		1277		1665		900	
Electricity from non-renewable sources		1725		1332		1674	
Heating consumption		139		144		116	
Cooling consumption		0		0		0	

Environmental Data Table (Coca-Cola HBC*)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)	Total amount 2020	Relative amount 2020 (defined in each relevant indicator)
Steam consumption		187		216		176	
Renewable Thermal Energy Used		0		0		0	
Biogenic Energy Produced		0.0000		0.0898		0.1000	
Biogenic Energy Used		0.0000		0.0898		0.1000	
Biogenic Energy used to produce electricity that is sold		0.0000		0.0000		0.0000	
Biogenic Energy Sold		0.0000		0.0000		0.0000	
Renewable Electricity sold (Biogenic)		0		0		0	
TTL renewable energy within organisation		1,306		1,721		917	
TTL renewable energy within manufacturing		1,277		1,665		900	
Energy consumption within the organization - Conversion factors		Conversion factors used are based on calorific value received from the fuel suppliers (it is part of our guidelines).					
Energy consumption outside of the organisation	302-2	10,664	0.8	12,416	0.9	13,023	1.1
Electricity use in cold drink equipment		8,392		10,021		10,596	
Fuel consumption from flights		31		29		19	
Energy (fuel) consumption from third-party fleet		2,241		2,366		2,408	
Energy intensity within the organisation (all electricity, fossil fuels, steam, heating and cooling used in bottling plants)	302-3		0.39		0.38		0.40
Reduction of energy consumption in bottling plants (vs. baseline 2017)	302-4	2,479		2,692		2,091	
Electricity savings from CDE (vs. baseline 2017)		1,177		2,015		1,357	
Emissions savings from CDE (vs. baseline 2017, tonnes)		120,000		190,331		129,270	
Water and Effluents		Million Litres	l/lpb	Million Litres	l/lpb	Million Litres	l/lpb
Total water withdrawal by source	303-3	25,946	1.91	26,373	1.88	23,069	1.91
Water received from Surface waters	303-3	682	0.05	838	0.06	701	0.06
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	682		838		701	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	17,830	1.31	17,332	1.23	14,946	1.24
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	16,716		16,415		14,262	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	1,114		916		684	
Water received from Seawater	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	7,434	0.55	8,204	0.58	7,423	0.61
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	7,418		8,203		7,422	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	16		1		0	
Total Freshwater withdrawal (≤1,000 mg/L TDS)	303-3	24,816	1.83	25,456	1.81	22,385	1.85
Total Other water withdrawal (>1,000 mg/L TDS)	303-3	1,130	0.08	918	0.07	684	0.06
Total water withdrawal from all areas with water stress	303-3	9,125		9,383		7,744	
Water received from Surface water	303-3	682		835		701	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	682		835		701	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Groundwater	303-3	5,703		5,392		4,190	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	5,703		5,392		4,190	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	

Environmental Data Table (Coca-Cola HBC*)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)	Total amount 2020	Relative amount 2020 (defined in each relevant indicator)
Water received from Seawater	303-3	0		0		0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Produced water	303-3	0	0.00	0	0.00	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Water received from Third Party water	303-3	2,740		3,157		2,853	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	2,740		3,157		2,853	
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0		0		0	
Third Party water from Surface water	303-3	2,155		2,608		2,337	
Third Party water from Groundwater	303-3	541		506		472	
Third Party water from Sea water	303-3	44		43		45	
Third Party water from Produced water	303-3	0		0		0	
Total Freshwater withdrawal in areas with water stress (≤1,000 mg/L TDS)	303-3	9,125		9,383		7,744	
Total Other water withdrawal in areas with water stress (>1,000 mg/L TDS)	303-3	0		0		0	
Water sources significantly affected by withdrawal of water	303-2	None		None		None	
Percentage and total volume of water recycled and reused	303-3						
Total recycling and reuse of water		1,575 mL		1,349 mL		1,501 mL	
Percentage recycled/reused in total water withdrawal		6.1%		5.1%		6.5%	
Total water discharged by destination	303-4	9,866		10,216		9,131	
Surface water		5,309		5,571		4,783	
Groundwater		0		0		0	
Seawater		0		0		0	
Third Party water		4,557		4,645		4,348	
Third-party water sent for use to other organizations		0		0		0	
Total water Discharged by Quality and Destination	306-1						
Since 2011 all quantity of the waste water of our plants is treated to levels supporting aquatic life. In 2022 we have in total 38 plants with their own waste water treatment plants (most of them using full aerobic process) and the rest plants are discharging to municipal waste water treatment plant.							
Quantity of wastewater discharged	303-4	9,866 mL	0.7 l/lpb	10,216 mL	0.7 l/lpb	9,131 mL	0.8 l/lpb
Freshwater (≤1,000 mg/L Total Dissolved Solids)		7,002 mL		7,708 mL		7,312 mL	
Other water (>1,000 mg/L Total Dissolved Solids)		2,864 mL		2,508 mL		1,819 mL	
Quantity of wastewater discharged in Water Stress areas	303-4	2,842 mL		3,010 mL		2,491 mL	
Freshwater (≤1,000 mg/L Total Dissolved Solids)		2,270 mL		2,477 mL		1,917 mL	
Other water (>1,000 mg/L Total Dissolved Solids)		573 mL		533 mL		574 mL	
Total COD (Chemical Oxygen Demand) produced	306-1	3,040 t O2	224 mgO2/lpb	3,393 t O2	242 mgO2/lpb	4,212 t O2	348 mgO2/lpb
Total COD reaching the environment	306-1	379 t O2	28 mgO2/l	375 t O2	27 mgO2/l	352 t O2	29 mgO2/l
Water discharged to our own wastewater treatment plants (WWTP)	306-1	8,228 mL	0.6 l/lpb	7,934 mL	0.6 l/lpb	6,972 mL	0.6 l/lpb
Water discharged to municipal-owned WWTP	306-1	1,638 mL	0.1 l/lpb	2,282 mL	0.2 l/lpb	2,159 mL	0.2 l/lpb
Water returned to the source of extraction at similar or higher quality as raw water extracted		888.2 mL					
Water habitats affected by water discharges	306-5	0		0		0	
Total water consumption	303-5	16,080		16,157		13,939	
Water consumption in areas with water stress		6,283		6,374		5,252	
Biodiversity							
Total amount of land owned		634 ha		626 ha		626 ha	
Major impacts on biodiversity	304-2	None		None		None	
Red List species with habitats affected by operations	304-4	None		None		None	

Environmental Data Table (Coca-Cola HBC*)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)	Total amount 2020	Relative amount 2020 (defined in each relevant indicator)
Emissions							
Direct greenhouse gas (GHG) emissions (Scope 1)		Tonnes	g/lpb	Tonnes	g/lpb	Tonnes	g/lpb
Greenhouse gas emissions from operations (Total Scope 1)	305-1	222,053	16.4	254,835	18.1	233,500	19.3
CO ₂ from energy used in plants (Scope 1)	305-1	109,562	8.1	127,662	9.1	112,135	9.3
CO ₂ from fuel used in Company vehicles	305-1	61,356	4.5	75,177	5.4	73,631	6.1
Coolant emissions from Cold Drink equipment	305-1	4,801	0.4	6,000	0.4	6,839	0.6
CO ₂ for product carbonation (CO ₂ losses)	305-1	42,141	3.1	41,492	3.0	37,125	3.1
CO ₂ from remote properties' fuel consumption	305-1	4,194	0.3	4,504	0.3	3,769	0.3
Energy indirect GHG emissions (Scope 2 Market-based)	305-2	221,363	16.3	170,957	12.2	198,421	16.4
CO ₂ from electricity used in plants (Scope 2 Market-based)	305-2	185,143	13.6	130,473	9.3	164,657	13.6
CO ₂ from electricity used in plants (Scope 2 Location-based)	305-2	324,704	23.9	325,633	23.2	280,322	23.2
CO ₂ from supplied heating and cooling (Scope 2)	305-2	34,352	2.5	37,606	2.7	30,683	2.5
CO ₂ from electricity consumption in remote properties Market-based	305-2	1,868	0.1	2,878	0.2	3,082	0.3
CO ₂ from electricity consumption in remote properties Location-based	305-2	2,297	0.2	3,776	0.3	3,390	0.3
Total emissions Scope 2 Market-based	305-2	221,363	16.3	170,957	12.2	198,421	16.4
Total emissions Scope 2 Location-based	305-2	361,354	26.6	367,015	26.1	314,395	26.0
Total emissions (Scope 1 and 2 Market-based)		443,416	32.7	425,792	30.3	431,921	35.7
Total emissions (Scope 1 and 2 Location-based)		583,407	43.0	621,851	44.3	547,894	45.3
Other indirect GHG emissions (Total Scope 3)	305-3	3,677,872	271.1	3,957,890	281.8	3,823,642	316.2
CO ₂ from electricity use of cold drink equipment	305-3	855,444	63.1	1,101,787	78.4	1,203,761	99.5
CO ₂ embedded in packaging (Cradle-to-Gate)	305-3	1,408,826	103.9	1,377,238	98.1	1,252,433	103.6
CO ₂ from sugar and Juice concentrates	305-3	1,144,708	84.4	1,190,354	84.7	1,091,730	90.3
CO ₂ from third-party transports	305-3	164,262	12.1	174,131	12.4	176,116	14.6
CO ₂ from flights	305-3	2,088	0.2	1,981	0.1	1,251	0.1
CO ₂ from product carbonation	305-3	94,811	7.0	101,498	7.2	85,462	7.1
CO ₂ from Remote Properties fuel consumption		5,503	0.4	8,531	0.6	7,609	0.6
CO ₂ from electricity consumption in Remote Properties Market-based		2,231	0.2	2,371	0.2	5,280	0.4
CO ₂ from electricity consumption in Remote Properties Location-based		3,706	0.3	6,489	0.5	6,322	0.5
GHG emissions absolute and intensity (Scope 1, 2 and 3 - Scope 2 Market-based)	305-4	4,121,288	303.8	4,383,673	292.5	4,255,563	335.3
GHG emissions intensity (Scope 1, 2 and 3 - Scope 2 Location-based)	305-4	4,262,753	314.3	4,583,849	306.8	4,372,578	345.0
Emission factors 2022 used for accounting.							
In 2022, recalculation of the emissions (including the baseline year 2017) made due to conversion factors' change.							
Programmes to reduce GHG emissions	305-5	See the text part in the above table		See the text part in the above table		See the text part in the above table	
Ozone-depleting substance emissions	305-6	Tonnes		Tonnes		Tonnes	
CFCs and HCFCs		0.005	0.00000	0.006	0.00000	0.009	0.00000
Other significant air emissions	305-7	Tonnes		Tonnes		Tonnes	
NO _x		4,185	0.31	4,477	0.32	4,902	0.41
SO ₂		3,574	0.26	3,611	0.26	3,668	0.30
Particulate matter		515	0.04	533	0.04	526	0.04

Environmental Data Table (Coca-Cola HBC*)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)	Total amount 2021	Relative amount 2021 (defined in each relevant indicator)	Total amount 2020	Relative amount 2020 (defined in each relevant indicator)
Waste							
Amount of solid waste	306-3	Tonne		Tonne		Tonne	
Total amount of waste generated	306-3	107,641	7.9 g/lpb	109,894	7.8 g/lpb	101,805	8.4 g/lpb
Non-hazardous waste							
Total amount of non-hazardous waste generated	306-3	104,695	7.7 g/lpb	107,817	7.7 g/lpb	100,182	8.3 g/lpb
% total non-hazardous waste reused, recycled and recycled with energy recovery	306-4	92.5%		96.7%		93.3%	
Waste recycled	306-4	71,663		83,727		79,231	
Waste reused	306-4	8,631		10,228		7,863	
Waste incinerated without energy recovery	306-5	1		0		0	
Waste incinerated with energy recovery	306-5	8,064		3,111		3,500	
Waste composed	306-4	8,498		7,238		6,379	
Non hazardous waste disposed of in landfills	306-5	7,838		3,513		3,209	
Recycling and energy recovery	306-4	96,856	90%	104,304	95%	96,972	95%
Hazardous waste							
Hazardous waste generated	306-3	2,946	0.2 g/lpb	2,077	0.1 g/lpb	1,623	0.1 g/lpb
Recycled hazardous waste	306-4	2,806		1,969		1,499	
Non-recycled hazardous waste	306-5	140		108		124	
Incinerated hazardous waste	306-5	122		85		124	
Landfilled hazardous waste	306-5	18		23		0	
Total Waste directed to disposal	306-5	16,042		6,732		6,832	
Non Hazardous Waste directed to disposal	306-5	15,902		6,624		6,709	
Hazardous Waste directed to disposal	306-5	140		108		124	
Spills of chemicals oils, fuels	306-5	0.00 t	0.000 g/lpb	0.35 t	0.000 g/lpb	0.09 t	0.000 g/lpb
Hazardous waste	306-5	CCHBC does not transport, import, export, treat hazardous waste itself nor ship it internationally					
Products and services							
Percentage reclaimable products	301-3						
Rate of returnable packaging		8.1%		7.5%		6.6%	
Compliance							
Incidents and fines	307-1	EUR		EUR		EUR	
Monetary value of significant fines		0		0		0	
Significant fines and non-monetary sanctions		0		0		0	
Cases brought through dispute resolution mechanism		0		0		0	
Transport							
Number of vehicles		11,955		12,563		12,521	
Fuel consumption own and leased fleet (litres)		24,883,536	1.8 ml/lpb	30,195,214	2.1 ml/lpb	29,735,704	2.5 ml/lpb
Energy consumption in own and leased fleet fuel consumption (million MJ):		885	0.1 MJ/lpb	1,078	0.1 MJ/lpb	1,061	0.1 MJ/lpb
Diesel		506		683		679	
Petrol		301		328		324	
CNG		20		14		9	
LPG		58		53		48	
Carbon emissions from fuel consumption (own and leased fleet: Scope 1) tonnes CO ₂		61,356	5 g/lpb	75,177	5 g/lpb	73,631	6 g/lpb
Carbon emissions from fuel consumption (third-party fleet: Scope 3) tonnes CO ₂		164,262	12 g/lpb	174,131	12 g/lpb	176,116	15 g/lpb

(*) Excluding Egypt which was acquired in 2022. All emission figures are CO₂ equivalent.

Social Data Table (Coca-Cola HBC*)

		2022	2021	2020
401-1	Average no. of employees	26,580	26,787	27,722
	Permanent employees	96%	97%	97%
	Employee engagement score	85%	88%	88%
	Hires by age group, gender, and region	See data at 2022 GRI Content index	See data at 2021 GRI Content index	See data at 2020 GRI Content index
401-1	Employee turnover (total)	11.4%	13.1%	8.8%
	Voluntary turnover	9.8%	9.9%	6.2%
	Turnover by age group, gender, and market segment	See data at 2022 GRI Content index	See data at 2021 GRI Content index	See data at 2020 GRI Content index
401-3	Return to work and retention rate after parental leave by gender	See data at 2022 GRI Content index	See data at 2021 GRI Content index	See data at 2020 GRI Content index
404-1	Average training hours per employee, by gender and employee category	See data at 2022 GRI Content index	See data at 2021 GRI Content index	See data at 2020 GRI Content index
407-1	No. of workplace accountability audits	11	29	9
	No. of human rights violations resulting in litigation against the Company	0	0	0
EQUALITY AND DIVERSITY				
405-2	Women in management	40%	39%	38%
407-1	Breaches of equality legislation	0	0	0
LABOUR RIGHTS				
	Employees covered by collective bargaining	53%	50%	50%
	Employees belonging to independent trade unions	27%	27%	26%
HEALTH AND SAFETY				
403-9	Fatalities (including contractors)	6	3	2
	Accident incidence (accidents with >1 day absence per 100 employees)	0.34	0.25	0.23

403-9	Employee LTA	90	68	65
	Employees LTIFR (per million hours worked)	1.68	1.25	1.17
	Contractor LTIFR (per million hours worked)	1.92	1.45	1.56
	OIFR	0.00	0.01	0.00
	Employees TRIFR ¹ (per million hours worked)	2.01	1.51	1.46
	Contractor TRIFR (per million hours worked)	2.34	1.79	1.69
403-9	Data by gender and market segment		See data at 2021 GRI Content index	See data at 2020 GRI Content index
403-1	No. of plants with ISO 45001 certification % of production volume covered	98% of manufacturing plants ² and 99.7% of produced volume	53 out of 54 plants operated certified according to ISO 18000/ ISO 45000, representing 98% of plants and 99.5% of produced volume.	51 out of 53 plants operated certified according to ISO 18000/ ISO 45000, representing 96% of plants and 99.3% of produced volume.
ECONOMIC BENEFITS				
201-1	Tax (income tax expense)	€208.0 million	€187.4 million	€178.9m million
	Salaries & benefits	€1,134.3 million (excl. Egypt) (€1,203.9 million including Egypt) More information: page 15, 175 of the 2022 IAR	€1,015.2 million More information: page 9, 165 of the 2021 IAR	€955.8 million More information: page 19, 156 of the 2020 IAR

(*) Excluding Egypt which was acquired in 2022.

¹ TRIFR – Total Recordable Injury Frequency rate.

² In the 2022 IAR we report 62 manufacturing plants, 60 of them are bottling plants and produce beverages. 5 out of those bottling plants are in Egypt and one in Serbia – those are acquired in 2022 and still under transition. The rest two of the manufacturing plants are not bottling plants: Bambi confectionary (snacks) plant in Serbia, and Tsakiris snacks plant in Greece. Excluding the new acquisitions (6 manufacturing plants) and the two snack manufacturing plants, the number of plants is 54.

Environmental Data Table (Egypt)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)
Production			
Total beverage production (million litres)		1,642	
Materials			
Materials used	301-1	Tonnes	g/lpb
Sugar and fructose syrup		133,447	81.3
Concentrate		0	0.0
Juice Concentrate		2,392	1.5
Carbon dioxide		34,099	20.8
Nitrogen		0	0.0
PET (bottles)		33,128	20.2
Plant-Pet		0	0.0
Plastic (closures)		2,125	1.3
Metal (crowns)		1,286	0.8
PE (labels and stretch/shrink film)		4,528	2.8
Glass (bottles)		48,648	29.6
Aluminium (cans)		13,810	8.4
Paper (labels)		3	0.0
Composite carton (tetra pack, bricks)		0	0.0
Cardboard		10,726	6.5
Wood (pallets)		0	0.0
Total Renewable Materials	301-1	180,667	110.0
Total Non-Renewable Materials	301-1	103,526	63.1
Energy			
		million MJ	MJ/lpb
Energy consumption within the organisation (all energy used in manufacturing, own fleet and remote properties)	302-1	391	0.2
Fuel consumption		84	
Light heating oil		50	0.03
Heavy heating oil		0	0.00
Natural gas		35	0.02
LPG		0	0.00
Bio LPG		0	0.00
Fuels for own fleet		0	
Fuels for own fleet - Renewable		0	
Total energy from remote properties		74	
Electricity from renewable sources		0	
Electricity from non-renewable sources		12	
Thermal Energy Consumption		0	
Fuel Consumption		62	
Total electricity consumption		233	
Electricity from renewable sources		26	
Electricity from non-renewable sources		207	
Heating consumption		0	
Cooling consumption		0	
Steam consumption		0	
Renewable Thermal Energy Used		0	
Biogenic Energy Produced		0.0000	
Biogenic Energy Used		0.0000	
Biogenic Energy used to produce electricity that is sold		0.0000	
Biogenic Energy Sold		0.0000	
Renewable Electricity sold (Biogenic)		1.170486	
TTL renewable energy within organisation		26	
TTL renewable energy within manufacturing		26	
Energy consumption outside of the organisation	302-2	1,407	0.9
Electricity use in cold drink equipment		1,407	
Fuel consumption from flights		0	
Energy (fuel) consumption from third-party fleet		0	
Energy intensity (all electricity, fossil fuels, steam, heating and cooling used in bottling plants)	302-3		0.19

Environmental Data Table (Egypt)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)
Water and Effluents			
		Million Litres	l/lpb
Total water withdrawal by source	303-3	3,397	2.07
Water received from Surface water	303-3	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0	1.09
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Water received from Groundwater	303-3	1,796	1.09
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Water received from Seawater	303-3	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Water received from Produced Water	303-3	0	0.00
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	0	0.97
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	0	0.00
Water received from Third Party Water	303-3	1,600	2.07
Freshwater (≤1,000 mg/L Total Dissolved Solids)	303-3	1,225	0.23
Other water (>1,000 mg/L Total Dissolved Solids)	303-3	375	1.84
Total Freshwater withdrawal (≤1,000 mg/L TDS)		3,021	0.23
Total Other water withdrawal (>1,000 mg/L TDS)		375	
Total Freshwater withdrawal in areas with water stress (≤1,000 mg/L TDS)		3,021	
Total Other water withdrawal in areas with water stress (>1,000 mg/L TDS)		375	
Water sources significantly affected by withdrawal of water	303-2	None	
Percentage and total volume of water recycled and reused	303-3		
Total recycling and reuse of water		22	
Percentage recycled/reused in total water withdrawal		0.6%	
Total water discharged by destination	303-4	1,829	
Surface water		986	
Groundwater		198	
Seawater		0	
Produced Water		0	
Third Party water		645 mL	0.4 l/lpb
Third-party water sent for use to other organizations		0 mL	
Quantity of wastewater discharged	306-1	1,829 t O2	1 mgO2/l
Total COD (Chemical Oxygen Demand) produced	306-1	5,700 mL	3,471.7 l/lpb
Total COD reaching the environment	306-1	4,714 mL	2,870.9 l/lpb
Water discharged to our own wastewater treatment plants (WWTP)	306-1	1,202	1 mgO2/l
Water discharged to municipal-owned WWTP	306-1	626	0.38
Water habitats affected by water discharges	306-5	0	
Total water consumption	303-5	1,568	
Biodiversity			
Total amount of land owned		37 ha	
Emissions			
Direct greenhouse gas (GHG) emissions (Scope 1)		Tonnes	g/lpb
Greenhouse gas emissions from operations	305-1	41,073	25.0
CO₂ from energy used in plants (Scope 1)	305-1	5,269	3.2
CO₂ from fuel used in Company vehicles	305-1	21,420	13.0
Coolant emissions from Cold Drink Equipment (CO₂ eq)	305-1	1,270	0.8
CO₂ for product carbonation (CO₂ losses)	305-1	9,959	6.1
CO₂ from remote properties' fuel consumption	305-1	3,154	1.9
Energy indirect GHG emissions (Scope 2 Market-based)	305-2	23,274	14.2
CO₂ from electricity used in plants (Scope 2 Market-based)	305-2	22,028	13.4
CO₂ from electricity used in plants (Scope 2 Location-based)	305-2	22,028	13.4
CO₂ from supplied heating and cooling (Scope 2)	305-2	0	0.0
CO₂ from electricity consumption in remote properties Market-based	305-2	1,246	0.8
CO₂ from electricity consumption in remote properties Location-based	305-2	1,246	0.8
Total emissions Scope 2 Market-based	305-2	23,274	14.2
Total emissions Scope 2 Location-based	305-2	23,274	14.2

Environmental Data Table (Egypt)

Environmental Data	GRI Standard	Total amount 2022	Relative amount 2022 (defined in each relevant indicator)
Total emissions (Scope 1 and 2 Market-based)		64,347	39.2
Total emissions (Scope 1 and 2 Location-based)		64,347	39.2
Emissions factors		Emission factors 2022 used for accounting.	
Ozone-depleting substance emissions	305-6	Tonnes	
CFCs and HCFCs		0.005	0.00000
Other significant air emissions	305-7	Tonnes	
NOx		315	0.19
SO₂		446	0.27
Particulate matter		41	0.03
Waste			
Amount of solid waste	306-3	Tonnes	
Total amount	306-3	78,842	48.0 g/lpb
Total amount of non-hazardous waste	306-3	78,805	
% total non-hazardous waste reused, recycled and recycled with energy recovery	306-4	99.66%	
Waste recycled	306-4	78,539	
Waste reused	306-4	0	
Waste incinerated without energy recovery	306-4	0	
Waste incinerated with energy recovery	306-4	0	
Waste composed	306-4	0	
Waste disposed of in landfills	306-5	266	
Recycling and energy recovery	306-4	78,539	100%
Hazardous waste generated	306-3	37	0.0 g/lpb
Recycled hazardous waste	306-4	24	
Non-recycled hazardous waste	306-5	13	
Products and services			
Rate of returnable packaging		2.5%	
Compliance			
Incidents and fines	307-1	EUR	
Monetary value of significant fines		0	
Significant fines and non-monetary sanctions		0	
Cases brought through dispute resolution mechanism		0	
Transport			
Carbon emissions from fuel consumption (own and leased fleet: Scope 1) tonnes CO₂		21,420	13 g/lpb

Social Data Table (Egypt)

		2022
401-1	Average no. of employees	6,463
	Permanent employees	4,371 (68%)
	Total hires	1,229
401-1	Employee turnover (total)	16.0%
	Voluntary turnover	9.0%
	Turnover by age group, gender	<p>Total turnover rate: 16.0% (1,035 permanent leavers out of total 6,463)</p> <p>Turnover under the age of 30: 63.0% (449 leavers out of 713)</p> <p>Turnover for ages between 30-50: 10.4.% (498 leavers out of 4,778)</p> <p>Turnover over the age of 50: 9.1% (88 leavers out of 971)</p> <p>Male employees' turnover: 16.0% (997 male leavers out of total 6,245)</p> <p>Female employees' turnover: 17.5% (38 female leavers out of total 217)</p>
401-3	Return to work and retention rate after parental leave by gender	<p>Total return to work rate: 100.0%</p> <p>Female employees return to work rate: 100.0%</p> <p>Male employees return to work rate: 100.0%</p> <p>Total retention rate: 87.1%</p> <p>Female employees retention rate: 87.5%</p> <p>Male employees retention rate: 87.0%</p> <p>Total number of employees that were entitled to parental leave: 74</p> <p>Total number of female employees that were entitled to parental leave: 6</p> <p>Total number of male employees that were entitled to parental leave: 68</p> <p>Total number of employees that took parental leave: 74</p> <p>Total number of female employees that took parental leave: 6</p> <p>Total number of male employees that took parental leave: 68</p> <p>Total number of employees who returned to work after parental leave ended: 71</p> <p>Total number of female employees who returned to work after parental leave ended: 3</p>

		Total number of male employees who returned to work after parental leave ended: 68
		Total number of employees retained 12 months after returning to work following a period of parental leave: 108
		Total number of female employees retained 12 months after returning to work following a period of parental leave: 14
		Total number of male employees retained 12 months after returning to work following a period of parental leave: 94
404-1	Average training hours per employee, by gender	Average training hours per FTE: 6.8 Female average training hours per FTE: 4.7 Male average training hours per FTE: 6.9 Total training hours: 43,885
407-1	No. of workplace accountability audits	6
	No. of human rights violations resulting in litigation against the Company	0
EQUALITY AND DIVERSITY		
405-2	Women in management	8.8%
LABOUR RIGHTS		
	Employees belonging to independent trade unions	3%
HEALTH AND SAFETY		
403-9	Fatalities (including contractors)	2
	Accident incidence (accidents with >1 day absence per 100 employees)	0.40
403-9	Employee LTA	25
	Employees LTIFR (per million hours worked)	1.99
	Contractor LTIFR (per million hours worked)	0
	OIFR	0
	Employees TRIFR* (per million hours worked)	2.71
	Contractor TRIFR* (per million hours worked)	1.39
403-9	Data by gender	
	Lost-time accident rate Employees:	Male: 0.40; Female: 0.00
	Fatalities (Employees and Contractors):	Male: 2; Female: 0
	Contractors' LTIFR (Lost time incident frequency rate):	Male: 0. Female: 0
403-1	No. of plants with ISO 45001 certification	5 (100%)
	% of production volume covered	